2015-2019 Placement Record (GNDEC, Ludhiana)							
Sr.No.	**Branch**	**Class Roll No.**	**Univ.Roll No.**	**CANDIDATE NAME**	**Company Name**	**Package (LPA)**	**Page No.**
1	CIVIL	150136	1507486	Rajat Sehgal	BYJU'S	10	53
2	CIVIL	150135	1507351	Abhishek Kumar Choubey	INFOSYS Limited	3.6	41
3	CIVIL	150142	1606587	Aman Kumar Giri	INFOSYS Limited	3.6	58
4	CIVIL	150316	1507385	Charanpreet Kaur	INFOSYS Limited	3.6	38
5	CIVIL	150046	1507423	Ishmanjot singh	INFOSYS Limited	3.6	40
6	CIVIL	150060	1507441	Karanvir Singh Sohal	INFOSYS Limited	3.6	44
7	CIVIL	150342	1507466	Navdeep Singh Chahal	INFOSYS Limited	3.6	313
8	CIVIL	150094	1507484	Rahul Bansal	INFOSYS Limited	3.6	54
9	CIVIL	150136	1507486	Rajat Sehgal	Justdial Ltd.	2.59-2.73	52
10	CIVIL	150106	1507508	Saravjeet Singh	Justdial Ltd.	2.59-2.73	31
11	CIVIL	150124	1507534	Yogeshwar	Justdial Ltd.	2.59-2.73	56
12	CIVIL	150334	1507440	Karanvir Singh	Justdial Ltd.	2.59-2.73	50
13	CIVIL	150115	1507520	Sukhman Kaur	Mechlin Technologies	1.5 to 4.5	10
14	CIVIL	150051	1507429	Jaskaran Bir Singh Saini	Mechlin Technologies	1.5 to 4.5	14
15	CIVIL	150009	1507369	Arshdeep Kaur	Net2Source Colsulting Limited	3	47
16	CIVIL	150050	1507428	Japjot Singh	Net2Source Colsulting Limited	3	48
17	CIVIL	150115	1507520	Sukhman Kaur	Net2Source Colsulting Limited	3	49
18	CIVIL	150093	1507482	Prince Kumar	IndiaMART	2.52-3.0	507
19	CIVIL	150081	1507470	Nipun Puri	Silaris Informations Pvt. Ltd.,	1.56-1.92	27
20	CIVIL	150334	1507440	Karanvir Singh	Silaris Informations Pvt. Ltd.,	1.56-1.92	24
21	CIVIL	150050	1507428	Japjot Singh	Silaris Informations Pvt. Ltd.,	1.56-1.92	25
22	CIVIL	150067	1507449	Mandeep Singh Arora	Silaris Informations Pvt. Ltd.,	1.56-1.92	26
23	CIVIL	150123	1507531	Vasu Verma	Silaris Informations Pvt. Ltd.,	1.56-1.92	28
24	CIVIL	150136	1507486	Rajat Sehgal	Silaris Informations Pvt. Ltd.,	1.56-1.92	29
25	CIVIL	150098	1507494	Ramil Bhatia	Silaris Informations Pvt. Ltd.,	1.56-1.92	30
26	CIVIL	150072	1507457	Manpreet Singh	Raahgiri Foundation, Delhi	2.4	59
27	CIVIL	150328	1507422	Inderpal Singh	Raahgiri Foundation, Delhi	2.4	55
28	CIVIL	150135	1507351	Abhishek Kumar Choubey	BYJU's	10	65
29	CIVIL	150316	1507385	Charanpreet Kaur	TRIDENT GROUP	15	32
30	CSE	155001	1507538	Aaishwarya Bansal	ACCENTURE	3.75	439
31	CSE	155305	1507549	Ankita Sharma	ACCENTURE	3.75	397
32	CSE	155371	1508227	Apsara Jain	ACCENTURE	3.75	557
33	CSE	155007	1507552	Arshi Gakhar	ACCENTURE	3.75	204
34	CSE	155308	1507555	Avirit Singh	ACCENTURE	3.75	207
35	CSE	155112	1606793	Baby Kumari	ACCENTURE	3.75	257
36	CSE	155011	1507558	Basleen Kaur	ACCENTURE	3.75	175
37	CSE	155309	1507559	Bhavika Jain	ACCENTURE	3.75	226
38	CSE	155013	1507561	Bipinjot Kaur Hara	ACCENTURE	3.75	354
39	CSE	155103	1507814	Dashmeet Kaur	ACCENTURE	3.75	337
40	CSE	155364	1507564	Deep Kaur	ACCENTURE	3.75	163
41	CSE	155017	1507567	Dishant Mahajan	ACCENTURE	3.75	257
42	CSE	155018	1507570	Garvit Abbat	ACCENTURE	3.75	171
43	CSE	155020	1507574	Gurangad Singh Vohra	ACCENTURE	3.75	367
44	CSE	155023	1507578	Gursimran Kaur	ACCENTURE	3.75	252
45	CSE	155116	1606800	Gurwinder Kaur	ACCENTURE	3.75	257
46	CSE	155024	1507579	Hargun Kaur Gill	ACCENTURE	3.75	384
47	CSE	155318	1507586	Harsimrat Kaur	ACCENTURE	3.75	150
48	CSE	155031	1507590	Isha Sethi	ACCENTURE	3.75	202
49	CSE	155034	1507594	Jaskaran Singh	ACCENTURE	3.75	377
50	CSE	155035	1507595	Jasmeen Kaur	ACCENTURE	3.75	349, 478
51	CSE	155324	1507598	Jaspinder Pal Singh Makkar	ACCENTURE	3.75	193

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52	CSE	155105	1507932	Jaspreet Singh	ACCENTURE	3.75	4
53	CSE	155325	1507599	Jaspreet Singh	ACCENTURE	3.75	369
54	CSE	155326	1507602	Kajal Trehan	ACCENTURE	3.75	398
55	CSE	155039	1507605	Karanvir Singh Panesar	ACCENTURE	3.75	131
56	CSE	155040	1507606	Khushali Kapoor	ACCENTURE	3.75	182
57	CSE	155328	1507611	Kumari Shivani	ACCENTURE	3.75	500
58	CSE	155329	1507613	Lovepreet Thind	ACCENTURE	3.75	372
59	CSE	155045	1507615	Mamta Mehta	ACCENTURE	3.75	251
60	CSE	155046	1507616	Mandeep Kaur	ACCENTURE	3.75	231
61	CSE	155331	1507617	Manpreet Singh Sachdeva	ACCENTURE	3.75	257
62	CSE	155104	1508139	Manjot Singh	ACCENTURE	3.75	323
63	CSE	155332	1507620	Manveen Kaur	ACCENTURE	3.75	156
64	CSE	155049	1507623	Naina Thaman	ACCENTURE	3.75	234
65	CSE	155052	1507626	Nidhi Shukla	ACCENTURE	3.75	280
66	CSE	155054	1507629	Nikhil Chauhan	ACCENTURE	3.75	304
67	CSE	155055	1507631	Nikita Sarna	ACCENTURE	3.75	247
68	CSE	155369	1507950	Nishant Kumar	ACCENTURE	3.75	217
69	CSE	155337	1507634	Nitya Garg	ACCENTURE	3.75	85
70	CSE	155060	1507638	Piyush Arora	ACCENTURE	3.75	81
71	CSE	155062	1507641	Prabhjot Singh	ACCENTURE	3.75	42
72	CSE	155339	1507643	Prajwal Pant	ACCENTURE	3.75	554
73	CSE	155122	1606812	Priti Thakur	ACCENTURE	3.75	493
74	CSE	155065	1507648	Rajat Kumar Singh	ACCENTURE	3.75	333
75	CSE	155344	1507654	Ridhima Sood	ACCENTURE	3.75	481
76	CSE	155345	1507655	Rishab Bhardwaj	ACCENTURE	3.75	241
77	CSE	155080	1507666	Sarabjot Singh Arora	ACCENTURE	3.75	257
78	CSE	155081	1507667	Satprit Kaur	ACCENTURE	3.75	104
79	CSE	155349	1507669	Shashank Singh	ACCENTURE	3.75	236
80	CSE	155124	1606814	Shikha Nirwan	ACCENTURE	3.75	396
81	CSE	155107	1507511	Shivam Goyal	ACCENTURE	3.75	341
82	CSE	155351	1507671	Shivam Rawat	ACCENTURE	3.75	508
83	CSE	155082	1507673	Shubham Rao	ACCENTURE	3.75	332
84	CSE	155084	1507677	Simran Sharma	ACCENTURE	3.75	257
85	CSE	155355	1507678	Simran Sohanpal	ACCENTURE	3.75	303
86	CSE	155356	1507679	Simrandeep Kaur	ACCENTURE	3.75	140, 309
87	CSE	155086	1507681	Sughanda Sharma	ACCENTURE	3.75	458
88	CSE	155087	1507683	Swati Wasal	ACCENTURE	3.75	496
89	CSE	155359	1507684	Talwinder Singh	ACCENTURE	3.75	393
90	CSE	155088	1507685	Tanveer Kaur Toor	ACCENTURE	3.75	497
91	CSE	155360	1507686	Tanvi Garg	ACCENTURE	3.75	80
92	CSE	155383	1606816	Taranpreet Singh	ACCENTURE	3.75	289
93	CSE	155090	1507687	Tarlochan Singh	ACCENTURE	3.75	101
94	CSE	155361	1507691	Varmeet Singh	ACCENTURE	3.75	84
95	CSE	155125	1606817	Vasman Kaur	ACCENTURE	3.75	498
96	CSE	155323	1507597	Jasmine Kaur	ACCENTURE	3.75	257
97	CSE	155058	1507636	Parul Puri	ACCENTURE	3.75	257
98	CSE	155071	1507657	Rohit Dogra	ACCENTURE	3.75	257
99	CSE	155119	1606806	Jaspreet Kaur	ACCENTURE	3.75	236
100	CSE	155354	1507676	Simran Kaur	ACCENTURE	3.75	257
101	CSE	155098	1507604	Karamveer Singh	ChicMic	3.6	227, 546
102	CSE	155106	1507834	Kamal Arora	ChicMic	3.6	218, 546
103	CSE	155370	1507951	Niteesh Kumar	ChicMic	3.6	136, 546
104	CSE	155056	1507633	Nitesh Lekhi	Conjoinix	3	335, 346
105	CSE	155106	1507834	Kamal Arora	Catalyst One Info Solutions Pvt	1.5	215

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106	CSE	155013	1507561	Bipinjot Kaur Hara	HPE	5	436
107	CSE	155001	1507538	Aaishwarya Bansal	INFOSYS Limited	3.6	503
108	CSE	157367	1541449	Awadhesh Kumar	INFOSYS Limited	3.6	435
109	CSE	155009	1507556	Awaldeep Singh Malhotra	INFOSYS Limited	3.6	313
110	CSE	155309	1507559	Bhavika Jain	INFOSYS Limited	3.6	224
111	CSE	155013	1507561	Bipinjot Kaur Hara	INFOSYS Limited	3.6	313
112	CSE	155103	1507814	Dashmeet Kaur	INFOSYS Limited	3.6	433
113	CSE	155364	1507564	Deep Kaur	INFOSYS Limited	3.6	313
114	CSE	155020	1507574	Gurangad Singh Vohra	INFOSYS Limited	3.6	366
115	CSE	155024	1507579	Hargun Kaur Gill	INFOSYS Limited	3.6	385
116	CSE	155318	1507586	Harsimrat Kaur	INFOSYS Limited	3.6	146
117	CSE	155118	1606805	Heena	INFOSYS Limited	3.6	455
118	CSE	155324	1507598	Jaspinder Pal Singh Makkar	INFOSYS Limited	3.6	190
119	CSE	155105	1507932	Jaspreet Singh	INFOSYS Limited	3.6	548
120	CSE	155040	1507606	Khushali Kapoor	INFOSYS Limited	3.6	375
121	CSE	155327	1507609	Komal Handa	INFOSYS Limited	3.6	564
122	CSE	155043	1507610	Krishma Sarangal	INFOSYS Limited	3.6	249
123	CSE	155329	1507613	Lovepreet Thind	INFOSYS Limited	3.6	373
124	CSE	155330	1507614	Maaninder Singh Waraich	INFOSYS Limited	3.6	174
125	CSE	155046	1507616	Mandeep Kaur	INFOSYS Limited	3.6	232
126	CSE	155331	1507617	Mandeep Singh Sachdeva	INFOSYS Limited	3.6	313
127	CSE	155332	1507620	Manveen Kaur	INFOSYS Limited	3.6	146
128	CSE	155049	1507623	Naina Thaman	INFOSYS Limited	3.6	235
129	CSE	155052	1507626	Nidhi Shukla	INFOSYS Limited	3.6	287
130	CSE	155055	1507631	Nikita Sarna	INFOSYS Limited	3.6	245
131	CSE	155369	1507950	Nishant Kumar	INFOSYS Limited	3.6	214
132	CSE	155060	1507638	Piyush Arora	INFOSYS Limited	3.6	313
133	CSE	155062	1507641	Prabhjot Singh	INFOSYS Limited	3.6	426
134	CSE	155339	1507643	Prajwal Pant	INFOSYS Limited	3.6	451
135	CSE	155069	1507651	Ramandeep Kaur Pabla	INFOSYS Limited	3.6	550
136	CSE	155071	1507657	Rohit	INFOSYS Limited	3.6	427
137	CSE	155075	1507661	Sahil Singh	INFOSYS Limited	3.6	432
138	CSE	155078	1507664	Sanket Kumar Srivastava	INFOSYS Limited	3.6	459
139	CSE	155080	1507666	Sarabjot Singh Arora	INFOSYS Limited	3.6	504
140	CSE	155081	1507667	Satprit Kaur	INFOSYS Limited	3.6	105
141	CSE	155348	1507668	Sehaj Grover	INFOSYS Limited	3.6	552
142	CSE	155350	1507670	Shivam Gupta	INFOSYS Limited	3.6	431
143	CSE	155107	1507511	Shivam Goyal	INFOSYS Limited	3.6	437
144	CSE	155084	1507677	Simran Sharma	INFOSYS Limited	3.6	313
145	CSE	155076	1507676	Simran Kaur	INFOSYS Limited	3.6	501
146	CSE	155355	1507678	Simran Sohanpal	INFOSYS Limited	3.6	423
147	CSE	155087	1507683	Swati Wasal	INFOSYS Limited	3.6	453
148	CSE	155360	1507686	Tanvi Garg	INFOSYS Limited	3.6	438
149	CSE	155090	1507687	Tarlochan Singh	INFOSYS Limited	3.6	456
150	CSE	155090	1507688	Udaivir Singh	INFOSYS Limited	3.6	431
151	CSE	155091	1507690	Varinder Singh	INFOSYS Limited	3.6	429
152	CSE	155308	1507555	Avirit Singh	Justdial Ltd.	2.59-2.73	206
153	CSE	155362	1507569	Gagandeep Garg	Justdial Ltd.	2.59-2.73	170
154	CSE	155301	1507542	Akashdeep Singh	Justdial Ltd.	2.59-2.73	374
155	CSE	155319	1507588	Hitesh Naulakha	Justdial Ltd.	2.59-2.73	93
156	CSE	155343	1507653	Ravi Mittal	Mechlin Technologies	1.5 to 4.5	255
157	CSE	155383	1606816	Taranpreet Singh	Mechlin Technologies	1.5 to 4.5	296

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158	CSE	155072	1507659	Sachin Kumar	Mechlin Technologies	1.5 to 4.5	3
159	CSE	155112	1606793	Baby Kumari	Mechlin Technologies	1.5 to 4.5	592
160	CSE	155356	1507679	Simrandeep Kaur	Net2Source Colsulting Limited	3	308, 545
161	CSE	155002	1507539	Abhishek Kumar	Solitaire Infosys Pvt. Ltd.	2.2	357
162	CSE	155072	1507659	Sachin Kumar	Solitaire Infosys Pvt. Ltd.	2.2	363
163	CSE	155077	1507662	Sanjeev Saini	Solitaire Infosys Pvt. Ltd.	2.2	360
164	CSE	155052	1507626	Nidhi	TCS	3.36	262
165	CSE	155040	1507606	Khushali Kapoor	TCS	3.36	107
166	CSE	155107	1507511	Shivam Goyal	TCS	3.36	352
167	CSE	155031	1507590	Isha	TCS	3.36	200
168	CSE	155370	1507951	Niteesh Kumar	TCS	3.36	106
169	CSE	155089	1507687	Tarlochan Singh	TCS	3.36	102
170	CSE	155331	1507617	Mandeep Sachdeva	TCS	3.36	1077
171	CSE	155350	1507670	Shivam Gupta	TCS	3.36	407
172	CSE	155365	1507632	Niraj Pandey	TCS	3.36	103
173	CSE	155098	1507604	Karamveer Singh	TCS	3.36	221
174	CSE	155309	1507559	Bhavika Jain	TCS	3.36	225
175	CSE	155090	1507688	Udaivir Singh	TCS	3.36	334
176	CSE	155108	1606787	Ajay Kumar	TCS	3.36	1080
177	CSE	155317	1507586	Harsimrat	TCS	3.36	153
178	CSE	155049	1507623	Naina Thaman	TCS	3.36	233
179	CSE	155359	1507684	Talwinder	TCS	3.36	387
180	CSE	155001	1507538	Aaishwarya Bansal	TCS	3.36	470, 527
181	CSE	155325	1507599	Jaspreet Singh	TCS	3.36	371
182	CSE	155105	1507932	Jaspreet Tuli	TCS	3.36	480
183	CSE	155348	1507668	Sehaj Grover	TCS	3.36	509
184	CSE	155326	1507602	Kajal Trehan	TCS	3.36	399
185	CSE	155349	1507669	Shashank Singh	TCS	3.36	312
186	CSE	155013	1507561	Bipinjot Hara	TCS	3.36	189, 350
187	CSE	155327	1507609	Komal Handa	TCS	3.36	566
188	CSE	155324	1507598	Jaspinder Pal Singh Makkar	TCS	3.36	499
189	CSE	155331	1507617	Mandeep Singh Sachdeva	Reliance Jio Infocomm	4.5	336
190	CSE	155053	1507628	Nikhil Aggarwal	Reliance Jio Infocomm	4.5	336
191	CSE	155024	1507579	Hargun Kaur Gill	Reliance Jio Infocomm	4.5	336, 386
192	CSE	155320	1507592	Jagjeet Singh	Reliance Jio Infocomm	4.5	336
193	CSE	155009	1507556	Awaldeep Singh Malhotra	Reliance Jio Infocomm	4.5	339, 725
194	CSE	155052	1507626	Nidhi Shukla	Reliance Jio Infocomm	4.5	725
195	CSE	155383	1606816	Taranpreet Singh	Reliance Jio Infocomm	4.5	243, 725
196	CSE	155077	1507662	Sanjeev Saini	Capgemini	3.8	145
197	CSE	155056	1507633	Nitesh Lekhi	Capgemini	3.8	340, 344
198	CSE	155095	1507544	Aman Kumar	RTL Technolorids Pvt.Ltd.	2.4	192
199	CSE	155319	1507588	Hitesh Naulakha	RTL Technolorids Pvt.Ltd.	2.4	92
200	CSE	155373	1606691	Amit Shukla	Keva Industries	1.20-1.80	1098
201	CSE	155332	1507620	Manveen Kaur	Tatras Data Services Pvt. Ltd.	3.6	123
202	CSE	155097	1507627	Niharika Khurana	Tech Mahindra	2.3-2.7	
203	CSE	155308	1507555	Avirit Singh	ITConnect US Inc.	2.4	731
204	CSE	155095	1507544	Aman Kumar	INFOSYS Limited	3.6	1099
205	CSE	155356	1507679	Simrandeep Kaur	TCY Learning Solutions P. Ltd.	2.4-2.76	143
206	ECE	153001	1507789	Aashna Nagpal	ACCENTURE	3.75	596
207	ECE	153021	1507812	Chaitanya Sharma	ACCENTURE	3.75	257
208	ECE	153120	1507813	Charanpreet Singh	ACCENTURE	3.75	582
209	ECE	153031	1507822	Ghanshyam Vajpayee	ACCENTURE	3.75	607
210	ECE	153130	1607046	Gurjung Singh	ACCENTURE	3.75	615

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211	ECE	153034	1507825	Harsimranjot Chaine	ACCENTURE	3.75	6
212	ECE	153035	1507826	Hemant Kumar Tiwari	ACCENTURE	3.75	608
213	ECE	153154	1607071	Shubham Goyal	ACCENTURE	3.75	617
214	ECE	153036	1507876	Shudhanshu Nath Mishra	ACCENTURE	3.75	581
215	ECE	153092	1507883	Vikas Singh	ACCENTURE	3.75	576
216	ECE	153030	1507821	Gaurav Tyagi	ACCENTURE	3.75	580
217	ECE	153048	1507839	Kumar Gopal	Cinif Technologies Limited	3.6	714
218	ECE	153124	1607040	Arti Kumari	Cummins India Ltd.	5.75	619
219	ECE	153021	1507812	Chaitanya Sharma	INFOSYS Limited	3.6	313
220	ECE	153046	1507837	Karandeep Singh	INFOSYS Limited	3.6	609
221	ECE	153089	1507880	Swapnil Verma	INFOSYS Limited	3.6	589
222	ECE	153092	1507883	Vikas Singh	INFOSYS Limited	3.6	575
223	ECE	153032	1507823	Haninder Singh	Mechlin Technologies	1.5 to 4.5	594
224	ECE	153134	1607050	Harleen Kaur	Mechlin Technologies	1.5 to 4.5	590
225	ECE	153118	1507845	Manish Kumar	IndiaMART	2.52-3.0	507
226	ECE	153071	1507863	Ravi Kumar Bhagat	Tech Mahindra	2.3-2.7	611
227	ECE`	153054	1507846	Md. Mizan Akhtar	CHC Consulting Asia Pacific Private Limited	2.5	626
228	ECE	153156	1607073	Sunaina Saini	CHC Consulting Asia Pacific Private Limited	2.5	626
229	ECE	153004	1507792	Akansha Kumari	CHC Consulting Asia Pacific Private Limited	3.1	569
230	ECE	153029	1507820	Gaurav Kumar	Silaris Informations Pvt. Ltd.,	1.56-1.92	574
231	ECE	153021	1507812	Chaitanya Sharma	BYJU's	10	567
232	EE	152116	1606927	Jaskaran Singh	Tech Mahindra	2.3-2.7	
233	EE	152120	1606931	Nishant Sharma	Conjoinix	3	335, 730
234	EE	152105	1606916	Amardeep Singh	INFOSYS Limited	3.6	313
235	EE	152080	1507775	Simran Kour Seehra	INFOSYS Limited	3.6	313
236	EE	152089	1507784	Tarun Kumar	Mechlin Technologies	1.5 to 4.5	647
237	EE	152100	1507713	Gaurav Kumar	TCS	3.36	628
238	EE	152076	1507770	Saravpreet Arora	TCS	3.36	660
239	EE	152080	1507775	Simran Kour Seehra	TCS	3.36	
240	EE	152086	1507781	Surinder Singh	TCS	3.36	637
241	EE	152128	1606939	Shubham Singh	TRIDENT GROUP	15	629, 656
242	EE	152127	1606938	Shrawan Kumar	Vardhman Group	2.8-3.4	643, 663, 947
243	EE	152045	1507738	Kulwinder Singh	Indian Acrylics Ltd.	3	671
244	EE	152027	1507720	Harjinder Singh Saini	Indian Acrylics Ltd.	3	641, 670
245	EE	152076	1507770	Saravpreet Arora	Om Careers	5.36	661, 658
246	EE	152045	1507738	Kulwinder Singh	Mahindra & Mahindra Ltd.	3	642, 650, 978
247	EE	152080	1507775	Simran Kour Seehra	Siemens Ltd.	5	672
248	EE	152128	1606939	Shubham Singh	Sterling and Wilson Pvt Ltd.	4.15	633, 652
249	EE	152091	1507786	Vikash Kumar	Sterling and Wilson Pvt Ltd.	4.15	654
250	EE	152097	1507748	Mitil Kumar	Vedantu Innovations Pvt. Ltd., Bangalore	3.78	624
251	EE	152097	1507748	Mitil Kumar	CHC Consulting Asia Pacific Private Limited	2.5	621, 626
252	EE	152116	1606927	Jaskaran Singh	Micromount, Ludhiana	1.2	635, 640
253	EE	152115	1606926	Hardeep Singh	Nestle India Ltd., Moga	1.8	638
254	EE	152122	1606933	Pritpal Singh	Originative Solutions Network Pvt. Ltd.	2	627, 636
255	I.T.	156004	1507888	Abhinav Anand	ACCENTURE	3.75	784
256	I.T.	156008	1507892	Alok Kumar	ACCENTURE	3.75	257
257	I.T.	156011	1507894	Ambika Singh Rikhiraj	ACCENTURE	3.75	257
258	I.T.	156012	1507895	Amit Kumar Singh	ACCENTURE	3.75	781
259	I.T.	156015	1507898	Ankush Sood	ACCENTURE	3.75	755

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260	I.T.	156021	1507904	Arshdeep Singh Walia	ACCENTURE	3.75	7
261	I.T.	156029	1507910	Dhruv Anand	ACCENTURE	3.75	828
262	I.T.	156033	1507915	Gurpreet Kaur	ACCENTURE	3.75	771
263	I.T.	156109	1607176	Harmanjot Kaur	ACCENTURE	3.75	765
264	I.T.	156039	1507921	Harsimran Kaur Makkar	ACCENTURE	3.75	793
265	I.T.	156046	1507928	Jaskirat Singh	ACCENTURE	3.75	770
266	I.T.	156048	1507930	Jaspreet Singh	ACCENTURE	3.75	751
267	I.T.	156050	1507933	Kanishka Sharma	ACCENTURE	3.75	774
268	I.T.	156057	1507941	Mandeep Kaur	ACCENTURE	3.75	782
269	I.T.	156113	1607181	Mandeep Singh Kohli	ACCENTURE	3.75	748
270	I.T.	156063	1507947	Neha Mishra	ACCENTURE	3.75	788
271	I.T.	156064	1507948	Neha Thakur	ACCENTURE	3.75	728
272	I.T.	156076	1507959	Ravneet Kaur	ACCENTURE	3.75	727
273	I.T.	156082	1507966	Sahil Preet Singh	ACCENTURE	3.75	753
274	I.T.	156083	1507967	Sanjampreet Singh	ACCENTURE	3.75	741
275	I.T.	156085	1507969	Shubham Sinha	ACCENTURE	3.75	786
276	I.T.	156087	1507971	Simranjeet Singh	ACCENTURE	3.75	756
277	I.T.	156088	1507972	Sukhdeep Singh	ACCENTURE	3.75	807
278	I.T.	156091	1507975	Tavleen Kaur	ACCENTURE	3.75	726
279	I.T.	156093	1507976	Vikas Tripathi	ACCENTURE	3.75	257
280	I.T.	156100	1507810	Bashu Sagar	ACCENTURE	3.75	715
281	I.T.	156037	1507919	Harpreet Kaur Sandhu	ACCENTURE	3.75	710
282	I.T.	156038	1507920	Harpreet Singh Sandal	INFOSYS Limited	3.6	766
283	I.T.	156101	1508238	Harshita Sharma	INFOSYS Limited	3.6	790
284	I.T.	156050	1507933	Kanishka Sharma	INFOSYS Limited	3.6	773
285	I.T.	156051	1507934	Kanwardeep Singh	INFOSYS Limited	3.6	775
286	I.T.	156053	1507936	Kashish Arora	INFOSYS Limited	3.6	801
287	I.T.	156054	1507937	Kashish Gupta	INFOSYS Limited	3.6	779
288	I.T.	156058	1507942	Mannoor Kaur Dhingra	INFOSYS Limited	3.6	777
289	I.T.	156063	1507947	Neha Mishra	INFOSYS Limited	3.6	829
290	I.T.	156083	1507967	Sanjampreet Singh	INFOSYS Limited	3.6	744
291	I.T.	156085	1507969	Shubham Sinha	INFOSYS Limited	3.6	785
292	I.T.	156088	1507972	Sukhdeep Singh	INFOSYS Limited	3.6	805
293	I.T.	156093	1507976	Vikas Tripathi	INFOSYS Limited	3.6	313
294	I.T.	156006	1507890	Akash Puri	INFOSYS Limited	3.6	764
295	I.T.	156018	1507901	Arshdeep Singh	INFOSYS Limited	3.6	763
296	I.T.	156059	1507943	Manpreet Kaur Bhamra	INFOSYS Limited	3.6	762
297	I.T.	156043	1507925	Jasjot Singh	INFOSYS Limited	3.6	732
298	I.T.	156061	1507945	Muskan Narang	INFOSYS Limited	3.6	735
299	I.T.	156085	1507969	Shubham Sinha	TCS	3.36	787
300	I.T.	156048	1507930	Jaspreet Singh	TCS	3.36	750
301	I.T.	156043	1507925	Jasjot Singh	Conjoinix	3	335,730, 824
302	I.T.	156044	1507926	Jaskaran Singh	Conjoinix	3	335, 730, 825
303	I.T.	156045	1507927	Jaskeerat Singh	Conjoinix	3	335, 730, 767
304	I.T.	156101	1508238	Harshita Sharma	Jaro Education	5.16	729,792,831
305	I.T.	156053	1507936	Kashish Arora	Justdial Ltd.	2.59-2.73	802
306	I.T.	156097	1507938	Kunal Kumar	Justdial Ltd.	2.59-2.73	706
307	I.T.	156043	1507925	Jasjot Singh	Justdial Ltd.	2.59-2.73	745

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308	I.T.	156100	1507810	Bashu Sagar	Mechlin Technologies	1.5 to 4.5	719
309	I.T.	156097	1507938	Kunal Kumar	IndiaMART	2.52-3.0	507, 703
310	I.T.	156033	1507915	Gurpreet Kaur	WIPRO Limited	3.5	772, 826
311	I.T.	156041	1507923	Saravpreet Arora	Reliance Jio Infocomm	4.5	336, 681
312	I.T.	156059	1507943	Manpreet Kaur Bhamra	Om Careers	5.36	757, 823
313	I.T.	156001	1507885	Ashish Sehgal	Om Careers	5.36	721, 821
314	I.T.	156045	1507927	Jaskeerat Singh	Capgemini	3.8	340, 767
315	I.T.	156018	1507901	Arshdeep Singh	NTT Data Information Processing Services Private Limited	3	759, 820
316	I.T.	156006	1507890	Akash Puri	Technossus	3.6	749, 832
317	I.T.	156043	1507925	Jasjot Singh	Technossus	3.6	746, 832
318	I.T.	156121	1607190	Twinkle Khanna	ITConnect US Inc.	2.4	731
319	I.T.	156024	1507907	Bhavya Kapoor	Silaris Informations Pvt. Ltd.,	1.56-1.92	718
320	I.T.	156093	1507976	Vikas Tripathi	Tavisca Solutions Pvt.Ltd.	6	760
321	I.T.	156019	1507902	Arshdeep Singh Ahuja	Amazon Development Centre India	3.5	716
322	I.T.	156037	1507919	Harpreet Kaur Sandhu	Vedantu Innovations Pvt. Ltd., Bangalore	4	717
323	M.Tech. CSE	175013	1707213	Meetali	Mechlin Technologies	1.5 to 4.5	
324	M.Tech.(Prod.)	174403	1707281	Gurchetan Singh	Cummins India Ltd.	6	836
325	M.Tech. Str.	174522	1707324	Sushant Gupta	Indus Consultrans Pvt. Ltd., Gurgaon	4.49	838
326	MBA	1728001	1707340	Akshay Kumar Prajapati	IndiaMART	3.0 + Incentive	507, 841
327	MBA	1728007	1707346	Arun Deewan	IndiaMART	2.52 + Incentive	507
328	MBA	1728022	1707361	Inderpal Singh	IndiaMART	2.52 + Incentive	507
329	MBA	1728029	1707368	Maninderjeet Kaur	Justdial Ltd.	2.59-2.73	846
330	MBA	1728038	1707377	Priyanka Singh	Justdial Ltd.	2.59-2.73	
331	MBA	1728044	1707383	Ravinder Kaur	Justdial Ltd.	2.59-2.73	850
332	MBA	1728018	1707357	Harnita	Justdial Ltd.	2.59-2.73	851
333	MBA	1728009	1707348	Garima Jain	Justdial Ltd.	2.59-2.73	855
334	MBA	1728004	1707343	Ankit Pal	Justdial Ltd.	2.59-2.73	856
335	MBA	1728001	1707340	Akshay Kumar	Justdial Ltd.	2.59-2.73	
336	MBA	1728048	1707387	Simranjeet Singh	Justdial Ltd.	2.59-2.73	
337	MBA	1728001	1727340	Akshay Kumar	Shriram Gen.Ins.Co.Ltd.	2.41	
338	MBA	1728045	1707384	Sahil Sharma	Shriram Gen.Ins.Co.Ltd.	2.22	
339	MBA	1728004	1707343	Ankit Pal	Shriram Gen.Ins.Co.Ltd.	2.22	
340	MBA	1728048	1707387	Simaranjeet Singh	Shriram Gen.Ins.Co.Ltd.	2.22	
341	MBA	1728038	1707377	Priyanka Singh	Shriram Gen.Ins.Co.Ltd.	2.22	
342	MBA	1728046	1707385	Shalini Badhoni	Lavya Associates	1.32	859
343	MBA	1728027	1707366	Konica Verma	Lavya Associates	1.32	861
344	MBA	1728009	1707348	Garima Jain	Lavya Associates	1.32	862
345	MBA	1728038	1707377	Priyanka Singh	Lavya Associates	1.32	
346	MBA	1728023	1707362	Jasmeen Kaur Gill	Lavya Associates	1.32	863
347	MBA	1728001	1707340	Akshay Kumar	Om Careers	5.6	865
348	MBA	1728009	1707348	Garima Jain	Om Careers	5.6	867
349	MBA	1728023	1707362	Jasmeen Kaur Gill	Om Careers	5.6	869
350	MBA	1728050	1707389	Sonia Rajput	StepUp HR.	1.8	873
351	MBA	1728020	1707359	Harpreet Singh	StepUp HR.	1.8	873
352	MBA	1728040	1707379	Rajat Aggarwal	ICICI Bank	3.5	874
353	MBA	1728001	1707340	Akshay Kumar	ICICI Bank	2.26	883, 924
354	MBA	1728048	1707387	Simaranjeet Singh	ICICI Bank	3.01	892
355	MBA	1728045	1707384	Sahil Sharma	ICICI Bank	3.01	901
356	MCA	1729023	1707415	Tavleen Kaur	ACCENTURE	3.75	910

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357	MCA	1729016	1707407	Rakhi Kumari	ACCENTURE	3.75	9
358	MCA	1729005	1707396	Harwinder Singh	Conjoinix	3	335, 730, 912
359	MCA	1729003	1707394	Gurdeep Singh	Conjoinix	3	335, 730, 913
360	MCA	1729016	1707407	Rakhi Kumari	INFOSYS Limited	3.6	914
361	MCA	1729017	1707408	Ravinder Singh	Solitaire Infosys Pvt. Ltd.	2.2	915
362	Mech	151033	1508081	Girish Arora	Capital Life Market Research	3.15	946
363	Mech	151052	1508103	Harsh Gupta	Capital Life Market Research	3.15	946
364	Mech	151080	1508142	Mansimar Singh	Capital Life Market Research	3.15	946
365	Mech	151331	1508144	Mohammad Khalid	Capital Life Market Research	3.15	946
366	Mech	151379	1607466	Mohit Bassi	Capital Life Market Research	3.15	937, 946
367	Mech	151092	1508162	Puneet Singh	Justdial Ltd.	2.59-2.73	989
368	Mech	151100	1508171	Ravdeep Singh	Justdial Ltd.	2.59-2.73	
369	Mech	151372	1508260	Shivam Mishra	TCS	3.36	1107
370	Mech	151041	1508089	Gurkrishan Singh	Vardhman Group	2.8-3.4	643, 947
371	Mech	151082	1508145	Mohit Bassi	Vardhman Group	2.8-3.4	643, 947
372	Mech	151078	1508138	Manjot Singh	Cummins India Ltd.	5	1033
373	Mech	151001	1508033	Abhijeet Singh Garcha	INFOSYS Limited	3.6	959
374	Mech	151002	1508034	Abhineet Gaurav Dubey	INFOSYS Limited	3.6	1042
375	Mech	151036	1508085	Gunjeet Singh	INFOSYS Limited	3.6	1019
376	Mech	151054	1508106	Harsimran Singh Deol	INFOSYS Limited	3.6	1012
377	Mech	151371	1508244	Kumar Deepraj	INFOSYS Limited	3.6	1040, 1041
378	Mech	151076	1508136	Manjinder Singh	INFOSYS Limited	3.6	1014
379	Mech	151130	1508169	Raminder Pal Singh	INFOSYS Limited	3.6	313
380	Mech	151343	1508185	Samiran Arora	INFOSYS Limited	3.6	313
381	Mech	151113	1508197	Shubham Sharma	INFOSYS Limited	3.6	1036
382	Mech	151115	1508199	Shubhkarman Singh Chaggar	INFOSYS Limited	3.6	313
383	Mech	151361	1508216	Vikramjeet Singh	INFOSYS Limited	3.6	313
384	Mech	151164	1607408	Navodit Sehgal	Mechlin Technologies	1.5 to 4.5	953
385	Mech	151072	1508129	Kartik Makkar	Mechlin Technologies	1.5 to 4.5	995
386	Mech	151330	1508141	Manpreet Singh Garcha	Mechlin Technologies	1.5 to 4.5	951, 999
387	Mech	151052	1508103	Harsh Gupta	IndiaMART	2.52-3.0	507, 971, 1010
388	Mech.	151084	1508149	Navdeep Singh	IndiaMART	2.52-3.0	507, 973
389	Mech.	151093	1508163	Raghunandan Mouar	IndiaMART	2.52-3.0	507, 967
390	Mech.	151114	1508198	Shubhdeep	Indian Acrylics Ltd.	3	1008
391	Mech.	151093	1508163	Raghunandan Mouar	Indian Acrylics Ltd.	3	1009
392	Mech.	151072	1508129	Kartik Makkar	Federal Bank	3.98	945
393	Mech.	151036	1508085	Gunjeet Singh	EMRILL, Dubai	4.88	979
394	Mech.	151052	1508103	Harsh Gupta	Om Careers	5.36	1001
395	Mech.	151015	1508050	Arshdeep Singh	Om Careers	5.36	936, 1005
396	Mech.	151084	1508149	Navdeep Singh	Om Careers	5.36	1003
397	Mech	151363	1508219	Vishal Gandotra	Mahindra & Mahindra Ltd.	3	650, 978
398	Mech	151335	1508157	Prabhsharan Singh	Mahindra & Mahindra Ltd.	3	650, 978
399	Mech	151115	1508199	Shubhkarman Singh Chaggar	Mahindra & Mahindra Ltd.	3	650, 978
400	Mech	151084	1508149	Navdeep Singh	Mahindra & Mahindra Ltd.	3	650, 978
401	Mech	151075	1508134	Madhav Madaan	Mahindra & Mahindra Ltd.	3	650, 978
402	Mech	151361	1508216	Vikramjeet Singh	Mahindra & Mahindra Ltd.	3	650, 978
403	Mech	151106	1508182	Sahil Kumar	Mahindra & Mahindra Ltd.	3	650, 978
404	Mech	151072	1508129	Kartik Makkar	Mahindra & Mahindra Ltd.	3	650, 978
405	Mech.	151036	1508085	Gunjeet Singh	Sterling and Wilson Pvt Ltd.	4.15	949, 1013
406	Mech	151138	1503233	Abhinandan Kumar	Keva Industries	1.20-1.80	1098
407	Mech	151134	1508206	Sunny Kumar	Thermax Limited	4.75	1030, 1032
408	Mech	151137	1508188	Savijot Singh	Tech Mahindra	2.3-2.7	
409	Mech	151162	1607404	Mandeep Singh	ITConnect US Inc.	2.4	731,953

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410	Mech	151101	1508172	Ravi Kant	CHC Consulting Asia Pacific Private Limited	2.5	6
411	Mech	151028	1508075	Diljeet Singh Seeray	CHC Consulting Asia Pacific Private Limited	2.5	626
412	Mech	151101	1508172	Ravi Kant	A.H. Fasteners Private Ltd.	1.8	1108
413	Mech	151028	1508075	Diljeet Singh Seeray	A.H. Fasteners Private Ltd.	1.8	1108
414	Mech	151145	1507769	Santosh Kumar	A.H. Fasteners Private Ltd.	1.8	1108
415	Mech	151373	1508233	Abhinandan Kumar	A.H. Fasteners Private Ltd.	1.8	1108
416	Mech	151164	1607408	Navodit Sehgal	Silaris Informations Pvt. Ltd.,	1.56-1.92	957
417	Mech	151100	1508171	Ravdeep Singh	Silaris Informations Pvt. Ltd.,	1.56-1.92	958
418	Mech	151060	1508115	Jasjot Singh	Silaris Informations Pvt. Ltd.,	1.56-1.92	956
419	Mech	151089	1508155	Parminder Singh	Varun Beverages Limited, Pathankot	3.3	1025
420	Mech.	151090	1508156	Parvinder Singh	Nestle India Ltd., Moga	1.8	932, 938
421	Mech	151146	1607383	Abhishek	Nestle India Ltd., Moga	1.8	929
422	Mech	151164	1607408	Navodit Sehgal	Nestle India Ltd., Moga	1.8	930
423	Mech	151137	1508188	Savijot Singh	Nestle India Ltd., Moga	1.8	933
424	Mech	151028	1508075	Diljeet Singh Seeray	Nestle India Ltd., Moga	1.8	935
425	Mech.	151311	1508062	Bhavdeep Singh	Ecostan India Private Limited	3.42	924, 939
426	Mech	151028	1508075	Diljeet Singh Seeray	Hero Steels Limited, Ludhiana	1.8	921
427	Mech	151376	1607391	Gaurav Sharma	Kangaru Industries (Regd.), Ludhiana	2.3	922
428	Prod.	154074	1508231	Dinesh Kumar	A.H. Fasteners Private Ltd.	1.8	1108
429	Prod.	154062	1508266	Tajinder Pal Singh	Keva Industries	1.20-1.80	1068
430	Prod.	154095	1607478	Harpreet Singh	BYJU'S	10	1059
431	Prod.	154090	1607472	Atinderjit Singh	Justdial Ltd.	2.59-2.73	1109
432	Prod.	154070	1508249	Nitish Anand	Justdial Ltd.	2.59-2.73	1049
433	Prod.	154099	1607482	Kuljeet Singh	Justdial Ltd.	2.59-2.73	1064
434	Prod.	154072	1508254	Sahil Bhatoa	Justdial Ltd.	2.59-2.73	1066
435	Prod.	154052	1508257	Satyam Kumar	Justdial Ltd.	2.59-2.73	1112
436	Prod.	154086	1607468	Aman Kumar Bhartee	Justdial Ltd.	2.59-2.73	1113
437	Prod.	154095	1607478	Harpreet Singh	Net2Source Colsulting Limited	3	1070
438	Prod.	154090	1607472	Atinderjit Singh	IndiaMART	2.52-3.0	507, 1054, 1065
439	Prod.	154029	1508250	Prasant Singh	IndiaMART	2.52-3.0	507, 1056
440	Prod.	154087	1607469	Amanpreet Singh	Building Legends Inc	1.2	1076
441	Prod.	154096	1607479	Jaspreet Singh	Building Legends Inc	1.2	1075
442	Prod.	154095	1607478	Harpreet Singh	Om Careers	5.36	1073
443	Prod.	154062	1508266	Tajinder Pal Singh	Om Careers	5.36	1067, 1071
444	Prod.	154107	1607491	Varun Kuamr	StepUp HR.	1.44	873, 1051
445	Prod.	154029	1508250	Prasant Singh	StepUp HR.	1.44	873, 1051
446	Prod.	154018	1508335	Gurparteet Singh	ITConnect US Inc.	2.4	731, 1053
447	Prod.	154107	1607491	Varun Kuamr	Justdial Ltd.	2.59	104,910,501,063
448	Prod.	154095	1607478	Harpreet Singh	Ecostan India Private Limited	3.6	1044

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Sukhmankaur
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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Date: 18-10-2018

Sub: Offer letter

Dear **Sukhman Kaur**,

CE
150115
150720

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Business Development Trainee'**.

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m.**

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You are requested to Submit the following to HR department along with the acceptance of Terms and Condition of Employment with Mechlin Technologies:

a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

Sincerely,

Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: _____

Name : _____

Date: _____

Mechlin Software Technology Pvt. Ltd.

World Tech Tower, C-203, 8th Floor, Sector 74, Sahibzada Ajit Singh Nagar, Mohali - 140308 Tel: 0172 4038205 Email: hr@mechlintech.com

Confidential

pdfelement

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MECHLIN

SOFTWARE TECHNOLOGY PVT. LTD.

Date: 18-10-2018

Sub: Offer letter

Dear **Sukhman Kaur**,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Business Development Trainee'**.

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m.**

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

Mechlin Software Technology Pvt. Ltd.

World Tech Tower, C-203, 8th Floor, Sector 74, Sahibzada Ajit Singh Nagar, Mohali - 140308 Tel: 0172 4038205 Email: hr@mechlintech.com

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

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b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

Sincerely,

Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: Lukman Kaur

Name : Lukman Kaur

Date: 12/11/18

Mechlin Software Technology Pvt. Ltd.

World Tech Tower, C 203, 8th Floor, Sector 74, Sahibzada Ajit Singh Nagar, Mohali - 140308 Tel: 0172 4038205 Email: hr@mechlintech.com

Confidential

pdfelement

Remove Watermark Now

Received.

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Date: 18-10-2018

Sub: Offer letter

CE
150051
1507428

Dear **Jaskranbir Singh,**

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Business Development Trainee'**.

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m**.

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You are requested to Submit the following to HR department along with the acceptance of Terms and Condition of Employment with Mechlin Technologies:

a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

pdfelement

Sincerely,



Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: _____

Name : _____

Date: _____

Remove Watermark Now

	BYJU'S(12/11/2018)ALL BRANCHES MBA,MCA					
Sr.No.	Name	College	Branch	e-mail Id	Contact numb	Status
1	Amitoz Arora	Pbi Uni	ME	amitoz.arora.aa@gmail.com	8557082061	Selected
2	Harpreet Singh	GNDEC	PE	harpreetrandhawa999@gmail.com	8198077793	Selected
3	Kashyap Gupta	PCTE	MBA	kashyapgupta96@gmail.com	8146322321	Selected
4	Prikshit Tewari	Pbi Uni	ME	tewariprikshit97@gmail.com	8699907724	Selected
5	Prince Monga	PCTE	MBA	mongaprince13@gmail.com	9876418507	Selected
6	Rahul Khurana	PCTE	MBA	rkhurana1818@gmail.com	9815521818	Selected
7	Rajat Sehgal	GNDEC	CE	rajatsehgal97@gmail.com	7009637981	Selected
8	Sagar Pratap	SLIET	ME	sagarpartapsp@gmail.com	9457615074	Selected
9	Somani Tejsva	SLIET	GEC	tejas.somani786@gmail.com	8639960152	Selected

1. Harpreet Singh - Prod. - 154095 / 1607478
2. Rajat Sehgal - Civil - 150136 / 1507486

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Subject **Trident notification**
From Charanpreet Kaur <charank2397@gmail.com>
To <tpo@gndec.ac.in>
Date 2019-06-11 11:53



pdfelement

--
Regards,
Charanpreet kaur.
https://charank2397.wordpress.com
http://linkedin.com/in/charanpreet-kaur-1a0350159

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Date: 18-10-2018

Sub: Offer letter

C E
150115
1507520

Dear **Sukhman Kaur**,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Business Development Trainee'**.

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m.**

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

pdfelement

Remove Watermark Now

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD

Date: 18-10-2018

Sub: Offer letter

Dear **Sukhman Kaur,**

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Business Development Trainee'.**

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m.**

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

pdfelement

Mechlin Software Technology Pvt. Ltd.

World Tech Tower, C 203, 8th Floor, Sector 74, Sahibzada Ajit Singh Nagar, Mohali - 140308 Tel: 0172-4038205 Email: hr@mechlintech.com

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NATIONAL BOARD OF ACCREDITATION
NBCC Pl. 4, Core Tower, 4th Floor, Bhisham Pitamah Marg,
Pragati Vihar, New Delhi-110 003
Tel: +91-11-2436 0020-22, 2436 0033 Telefax: +91-11-2436 0032
Website: www.nbaind.org

NBA
NATIONAL BOARD OF ACCREDITATION

File No. 31-15-2010-NBA

Date: 08-06-2017

To

The Director
Gurunanak Dev Engineering College,
Gill Park, Gill Road, Ludhiana
Punjab

Subject: Accreditation status of programmes applied by Gurunanak Dev Engineering College, Gill Park, Gill Road, Ludhiana, Punjab

Sir,

This has reference to your two Applications No. 850 and 851 dated 20/12/2013 in Tier-I format seeking accreditation by National Board of Accreditation of PG Engineering programmes offered by Gurunanak Dev Engineering College, Gill Park, Gill Road, Ludhiana, Punjab.

2. An Expert Team conducted on-site evaluation of the programmes during 24th to 26th March, 2017. The report submitted by the Expert Team was considered by the concerned Committees constituted for the purpose in NBA. The Competent Authority in NBA has approved the following accreditation status to the programmes as given in the table below:

Sl. No.	Name of the Programme (PG)	Basis of Evaluation	Accreditation Status	Period of validity	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
1	Electronics & Communication Engineering	Tier-I January 2013 Document	Provisionally Accredited	Academic Years 2017-2018 and 2018-2019 i.e. upto 30-06-2019	Accreditation status granted is valid for the period indicated or on 3 or till the program has the approval of the competent authority, whichever is earlier
2	Production Engineering		Provisionally Accredited		
3	Structural Engineering		Provisionally Accredited		
4	Geotechnical Engineering		Provisionally Accredited		

4. It may be noted that only students who graduate during the validity period of accreditation will be awarded the have graduated with an NBA accredited degree.

5. The Programmes have been granted Provisional Accreditation. Gurunanak Dev Engineering College, Gill Park, Gill Road, Ludhiana, Punjab should submit the Compliance report at least 6 months before the expiry of validity of accreditation mentioned above.

Contd. 2/-

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NATIONAL BOARD OF ACCREDITATION
NBCC Place, East Tower, 4th Floor, Bhishm Pitamah Marg,
Pragati Vihar, New Delhi-110 003
Tel: +91-11-2436 0620-22, 2436 0634 Telefax: +91-11-2436 0622
Website: www.nbaind.org

NBA
NATIONAL BOARD OF ACCREDITATION

File No. 31-15-2013-NBA

27th February, 2017

To,

The Director
Gurunanak Dev Engineering College
Gill Park, Gill Road,
Ludhiana, Punjab

Subject: Extension of the Period of Accreditation Status granted to UG Engineering Programs) offered by Gurunanak Dev Engineering College, Gill Park, Gill Road, Ludhiana, Punjab

Sir

This has reference to NBA's letter of even number dated 14-07-2015 under which some of the UG Engineering programs) offered by your institution were granted provisional accreditation for 2 years in Tier I by National Board of Accreditation.

2. National Board of Accreditation (NBA) has considered that all the three UG Engineering programs of your institution were granted provisional accreditation for a period of two years in Tier I/Tier II format. The period of provisional accreditation of these programs is now extended from 2 to 3 years subject to the condition that they meet the quality parameters in subsequent visit. The Pre-visit qualifiers submitted by Gurunanak Dev Engineering College, Gill Park, Gill Road, Ludhiana, Punjab have been considered. The following UG Engineering programs are meeting all the essential parameters of the Pre-qualifiers. Accordingly, the competent authority in NBA has approved the following accreditation status to the programs as given in the table below:

Sl. No.	Name of the Programs) (UG)	Basis of Evaluation	Accreditation Status	Period of extended validity	Remarks
(1)	(2)	(3)	(4)	(5)	(6)
1.	Mechanical Engineering	Tier-I Document	Provisionally Accredited	Academic Year 2017-2018 i.e. upto 30-06-2018	Accreditation status granted is valid for the period indicated or Sl. 5 or till the program has the approval of the competent authority whichever is earlier
2.	Production Engineering				
3.	Electronics & Communication Engineering				

3. It may be noted that only students who graduate during the validity period of accreditation, will be deemed to have graduated with an NBA accredited degree.

4. The programs have been granted provisional accreditation. Gurunanak Dev Engineering College, Gill Park, Gill Road, Ludhiana, Punjab should submit the Compliance Report at least six months before the expiry of validity of accreditation mentioned above to be eligible to be considered by the concerned Committee of NBA for further processing of the accreditation status. This could entail further extension of accreditation or a revisit, as deemed appropriate by NBA Committees.

Contd...

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5. The accreditation status awarded to the programme(s) as indicated in the above table does not imply that the accreditation has been granted to **Gurunanak Dev Engineering College, Gill Park, Gill Road, Ludhiana, Punjab** as a whole. As such the institution should nowhere along with its name, including on its letter head etc. write that it is accredited by NBA because NBA only accredits programme(s) and not institutions. If such an instance comes to NBA's notice, this will be viewed seriously. Complete name of the programme(s) accredited, level of programs and the period of validity of accreditation should be mentioned unambiguously wherever and whenever it is required to indicate the status of accreditation by NBA.

6. The accreditation status of the above programme(s) is subject to change on periodic review, as deemed necessary by the NBA. It is desired that the relevant information in respect of accredited programme(s) as indicated in the Table in paragraph 2, appears on the website and information bulletin of your College/Institution.

7. The accreditation status awarded to the programme(s) as indicated in Table in paragraph 2 above is subject to maintenance of the current standards during the period of accreditation. If there are any changes in the status (major changes of faculty strength, organizational structure etc.), the same are required to be communicated to the NBA, with an appropriate explanatory note.

Yours faithfully,

(Dr. Anil Kumar Nassa)
Member Secretary

Copy to:

1. Director of Technical Education
Plot No. 1-B, Udyog Path
Sector 36A, Chandigarh

2. Punjab Technical University
Jalandhar- Kapurthala Highway
Kapurthala, Near Pushpa Gujral Science City
Jalandhar, 144601, Punjab

3. Accreditation Files

4. Master Accreditation Folder of the State

pdfelement

Remove Watermark Now

6. The accreditation status awarded to the programmes as indicated in the above table does not imply that the accreditation has been granted to Gurunanak Dev Engineering College, Gill Park, Gill Road, Ludhiana, Punjab as a whole. As such the institution should nowhere along with its name including on its letter head etc. write that it is accredited by NBA because it is programme accreditation and not institution accreditation. If such an instance comes to NBA's notice, this will be viewed seriously. Complete name of the programme(s), accredited level of programmes and the period of validity of accreditation, as well as the Academic Year from which the accreditation is effective should be mentioned unambiguously whenever and wherever it is required to indicate the status of accreditation by NBA.

7. The accreditation status of the above programmes is subject to change on periodic review. If viewed by the NBA, it is desired that the relevant information in respect of accredited programmes as indicated in the table in paragraph 2 appears on the website and information bulletin of the institute.

8. The accreditation status awarded to the programmes as indicated in table in paragraph 2 above is subject to maintenance of the current standards during the period of accreditation. If there are any changes in the status (major changes of faculty strength, organizational structure etc.), the same are required to be communicated to the NBA, with an appropriate explanatory note.

9. Copies of the Report of Chairman of the Visiting Team and Evaluators' Reports in respect of the above programmes are enclosed.

10. If the Institute is not satisfied with the decision of NBA, it may appeal within thirty days of receipt of this communication giving reasons for the same and by paying the requisite fee.

Yours faithfully,

(Dr. Anil Kumar Nassa)
Member Secretary

pdfelement

Encls: 1.Copy of Report of Chairman of the Visiting Team
2.Copies of Expert Reports of the Visiting Team.

Copy to:

1. Directorate of Technical Education
Plot No. 1-B, Udyan Path,
Sector 36 A, Chandigarh

2. Punjab Technical University
Jalandhar- Kapurthala Highway,
Kapurthala, Near Pushpa Gujral Science City
Jalandhar- 144601, Punjab

3. Accreditation Letter

4. Master Accreditation folder of the State

Remove Watermark Now

Silaris

LETTER OF FELICITATION

Date : 01/07/19

Dear Mr./Ms. Karanvir Singh

Please accept our felicitation on successfully clearing of our personal interview!

This letter of felicitation is valid until you receive your Offer Letter upon completion of Training. You would receive the offer on Joining Letter.

In the event of any misconduct, unsatisfactory performance or poor attendance, the management may relieve you from your duties without payment of dues or compensation during the training period.

The classroom training period would not be paid. The pay cycle will start on successful completion of the first 3-7 days training as per the process requirement.

Should you decide to resign from the services, at any given point of the time during the tenure with SILARIS, you may do so by giving 15 days notice to the organization or Payment of salary in Lieu for the same.

Position Offered : TMC (Process to be offered)

DOJ : 15-07-19

CANDIDATE DETAILS :

Name : Mr. Karanvir Singh (7009941528)

Address : GNDEC, Ludhiana

Signature :

Date 01/07/19

SILARIS INFORMATIONS PVT. LTD.
A-14/3, Naraina Industrial Area, Phase-II, New Delhi-110028
Phone: 011 66158712

CE - 150334/1507440

pdfelement

Remove Watermark Now

Silaris

LETTER OF FELICITATION

Date : 01/07/19

Dear Mr./Ms. Tajpjot Singh

Please accept our felicitation on successfully clearing of our personal interview!

This letter of felicitation is valid until you receive your Offer Letter upon completion of Training. You would receive the offer on Joining Letter.

In the event of any misconduct, unsatisfactory performance or poor attendance, the management may relieve you from your duties without payment of dues or compensation during the training period.

The classroom training period would not be paid. The pay cycle will start on successful completion of the first 3-7 days training as per the process requirement.

Should you decide to resign from the services, at any given point of the time during the tenure with SILARIS, you may do so by giving 15 days notice to the organization or Payment of salary in Lieu for the same.

Position Offered : TME (Process to be offered)

DOJ : 15-07-19

CANDIDATE DETAILS :

Name : Tajpjot Singh (9855607607)

Address : GNDEC, Ludhiana

Signature :

Date 01/07/19

SILARIS INFORMATIONS PVT. LTD.
A-14/3, Naraina Industrial Area, Phase-II, New Delhi-110028
Phone: 011 66158712

CE - 150050/150428

pdfelement

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Silaris

LETTER OF FELICITATION

Date : 01/07/19

Dear Mr./Ms. Mandeep Singh Arora

Please accept our felicitation on successfully clearing of our personal interview!

This letter of felicitation is valid until you receive your Offer Letter upon completion of Training. You would receive the offer on Joining Letter.

In the event of any misconduct, unsatisfactory performance or poor attendance, the management may relieve you from your duties without payment of dues or compensation during the training period.

The classroom training period would not be paid. The pay cycle will start on successful completion of the first 3-7 days training as per the process requirement.

Should you decide to resign from the services, at any given point of the time during the tenure with SILARIS, you may do so by giving 15 days notice to the organization or Payment of salary in Lieu for the same.

Position Offered : TME (Process to be offered)

DOJ : 15-07-19

pdfelement

CANDIDATE DETAILS :

Name : Mr. Mandeep Singh Arora (8146277725)

Address : IGNREC, Ludhiana

Signature :

Date 01/07/19

SILARIS INFORMATIONS PVT. LTD.

A-14/3, Naraina Industrial Area, Phase-II, New Delhi-110028

Phone: 011 66158712

CE-150067/1507449

Remove Watermark Now

Silaris

LETTER OF FELICITATION

Date : 01-07-19

Dear Mr./Ms. Nipun Puri

Please accept our felicitation on successfully clearing of our personal interview!

This letter of felicitation is valid until you receive your Offer Letter upon completion of Training. You would receive the offer on Joining Letter.

In the event of any misconduct, unsatisfactory performance or poor attendance, the management may relieve you from your duties without payment of dues or compensation during the training period.

The classroom training period would not be paid. The pay cycle will start on successful completion of the first 3-7 days training as per the process requirement.

Should you decide to resign from the services, at any given point of the time during the tenure with SILARIS, you may do so by giving 15 days notice to the organization or Payment of salary in Lieu for the same.

Position Offered : TME (Process to be offered)

DOJ : 15-07-19

CANDIDATE DETAILS :

Name : Mr. Nipun Puri (9872404866)

Address : GNDEC, Ludhiana

Signature :

Date 01/07/19

SILARIS INFORMATIONS PVT. LTD.
A-14/3, Naraina Industrial Area, Phase-II, New Delhi-110028
Phone: 011 66158712

CE-IS00081/IS07470

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Silaris

LETTER OF FELICITATION

Date : 01/07/19

Dear Mr./Ms. Vasu Verma

Please accept our felicitation on successfully clearing of our personal interview!

This letter of felicitation is valid until you receive your Offer Letter upon completion of Training. You would receive the offer on Joining Letter.

In the event of any misconduct, unsatisfactory performance or poor attendance, the management may relieve you from your duties without payment of dues or compensation during the training period.

The classroom training period would not be paid. The pay cycle will start on successful completion of the first 3-7 days training as per the process requirement.

Should you decide to resign from the services, at any given point of the time during the tenure with SILARIS, you may do so by giving 15 days notice to the organization or Payment of salary in Lieu for the same.

Position Offered : TME (Process to be offered)

DOJ : 15/07/19

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CANDIDATE DETAILS :

Name : Ms Vasu Verma (7307103166)

Address : GNDEC, Ludhiana

Signature :

Date 01/07/19

SILARIS INFORMATIONS PVT. LTD.

A-14/3, Naraina Industrial Area, Phase-II, New Delhi-110028

Phone: 011 66158712

CE-150123/150731

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Silaris

LETTER OF FELICITATION

Date : 01/07/19

Dear Mr./Ms. Rajat Sehgal

Please accept our felicitation on successfully clearing of our personal interview!

This letter of felicitation is valid until you receive your Offer Letter upon completion of Training. You would receive the offer on Joining Letter.

In the event of any misconduct, unsatisfactory performance or poor attendance, the management may relieve you from your duties without payment of dues or compensation during the training period.

The classroom training period would not be paid. The pay cycle will start on successful completion of the first 3-7 days training as per the process requirement.

Should you decide to resign from the services, at any given point of the time during the tenure with SILARIS, you may do so by giving 15 days notice to the organization or Payment of salary in Lieu for the same.

Position Offered : TMF (Process to be offered)

DOJ : 15-07-19

CANDIDATE DETAILS :

Name : Mr Rajat Sehgal

Address : GNDEC, Ludhiana

Signature :

Date 01/07/19

SILARIS INFORMATIONS PVT. LTD.
A-14/3, Naraina Industrial Area, Phase-II, New Delhi-110028
Phone: 011 66158712

CE-150136 | 1507486

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Silaris

LETTER OF FELICITATION

Date : 01/07/19

Dear Mr./Ms. Ramil Bhatia

Please accept our felicitation on successfully clearing of our personal interview!

This letter of felicitation is valid until you receive your Offer Letter upon completion of Training. You would receive the offer on Joining Letter.

In the event of any misconduct, unsatisfactory performance or poor attendance, the management may relieve you from your duties without payment of dues or compensation during the training period.

The classroom training period would not be paid. The pay cycle will start on successful completion of the first 3-7 days training as per the process requirement.

Should you decide to resign from the services, at any given point of the time during the tenure with SILARIS, you may do so by giving 15 days notice to the organization or Payment of salary in Lieu for the same.

Position Offered : TME (Process to be offered)

DOJ : 15/07/19

CANDIDATE DETAILS :

Name : Mr. Ramil Bhatia (9877198740)

Address : GNDEC, Ludhiana

Signature :

Date 01/07/19

SILARIS INFORMATIONS PVT. LTD.
A-14/3, Naraina Industrial Area, Phase-II, New Delhi-110028
Phone: 011 66158712

CE-150098/1507494

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Gmail Pushwinder Singh <singhpushwinder41@gmail.com>

Fwd: Reminder for joining form and offer letter acceptance

1 message

saravjeet singh <saravjeetsingh1997@gmail.com> Mon, Jul 15, 2019 at 12:22 PM
To: singhpushwinder41@gmail.com

---------- Forwarded message ---------
From: **Just Dial** <hrchandigarh@justdial.com>
Date: Tue, 28 May 2019, 11:30 am
Subject: Reminder for joining form and offer letter acceptance
To: <Saravjeetsingh1997@gmail.com>

Dear Candidate,

This is a gentle reminder to accept the offer and fill the joining form immediately to proceed further with the confirmation for your joining with Just dial.

PFB the offer letter and joining link.

Offer letter link : http://accounts.justdial.com/hire_services/hire/offer?id=5c519a7edf083
Joining Link : http://accounts.justdial.com/hire_services/hire/join?id=5c519a7edf083

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TRIDENTGROUP

E-212, Kitchlu Nagar
Ludhiana-141001
Punjab, India

Tel: +91 161 5039999
Fax: +91 161 5039992
Visit: tridentindia.com

TRIDENT/HR/CORP/2019/44839
17.07.2019

CHARANPREET KAUR
HOUSE NO 15325, ST NO 24, RAM NAGAR
LUDHIANA-141003, (PUNJAB)

SUBJECT: LETTER OF OFFER

Dear **CHARANPREET KAUR**,

With reference to your application dated **17/11/2018** and subsequent interview with us, we are pleased to offer you the post of **FRONT LINE ENTREPRENEUR-IL5** in **TAKSHASHILA** of **TL- CORPORATE** in **Trident Limited ("Company")** on the following terms and conditions, subject to a successful background check and you being found medically fit by our authorized Hospital/ Medical Officer:

pdfelement

1. You shall be joining the duty on **06/08/2019** at **09:00 am** at Office of the Company at Trident Group, Sanghera-148101, India.
2. Your total earnability will be as detailed in the **Annexures 'A'** with effect from your date of joining on **06/08/2019**. All payments would be subject to deduction of applicable taxes at source (TDS). Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You shall be on probation for an initial period of **60** days from the date of joining. The confirmation after 60 days shall be subject to your Performance and achievement of thresholds.
4. This letter of offer ("**Offer Letter**") is contingent upon satisfactory reference checks, supply of original documents in support of information submitted and correct information, free from any material false representation, furnished in your application for employment.
5. This Offer Letter is being issued to you in duplicate. This Offer Letter shall not be construed as an appointment letter. The formal letter of appointment will include the other terms and conditions in respect of your employment with the Company and shall be issued within 30 days of your joining the Company. The commencement of your employment will be subject to the execution of the letter of appointment. You shall also be required to comply with the terms and conditions stipulated under the service rules, code of conduct, standing orders and policies of the Company.

Charanpreet Kaur

Remove Watermark Now

TRIDENTGROUP

C-310, Kitchlu Nagar
Ludhiana-141001
Punjab, India
Tele: +91 161 5039999
Fax: +91 161 5050990
Visit: tridentindia.com

6. In order to facilitate the joining process, we require documents in original from your end, which are mentioned in **Annexure 'B'**.

7. All Annexures appended herewith shall form an integral part of this Offer Letter.

8. Any difference or dispute arising out of this Offer Letter during its validity or thereafter would be resolved amicably and if the same is not resolved, then the same would be adjudicated by the courts at Barnala, Punjab which shall have exclusive jurisdiction in respect to all the matters.

You are requested to send us a copy of this Offer Letter and its Annexures duly signed by you as a token of your acceptance of this Offer on or before **21/07/2019**.

On failing to send any of the documents and/or reporting to join the duty as mentioned above, without prior consent in writing from the Company, or on unsuccessful background check results or if you are found medically unfit, this Offer Letter shall stand withdrawn and cancelled automatically, without any further notice and liability on the Company.

pdfelement

In case of further clarifications, please get in touch with PRIYANKA SETHI (on E-Mail: PRIYANKASETHI@TRIDENTINDIA.COM).

Thanking You,

For **Trident Limited**

Signature Not Verified
Digitally signed by SHIFA JOSHI
Date: 2019.07.18 18:02:13 IST
Reason: Authorized Signatory
Location: Barnala

(SHIFA JOSHI SHARMA)

Authorized Signatory

Acceptance :

I **CHARANPREET KAUR** hereby accept your offer, subject to conditions mentioned above and shall join my duties on 06/08/2019.

Date: 19/07/2019

Candidate's Signature: Charanpreet Kaur.

Candidate's Name: CHARANPREET KAUR

Remove Watermark Now

ANNEXURE 'A'

[TOTAL EARNABILITY - COMPENSATION STRUCTURE]

You shall be responsible as **MANAGEMENT TRAINEE** in **LEARNING & DEVELOPMENT PB** department. You shall be paid the monthly Total Earnability as detailed hereunder.

Particulars	**Amount (in INR)**
Basic Pay	30,000
House Rent Allowance	11,713
Cash Bonus	0
Employer PF Contribution	1,800
Employer ESI Contribution	0
Employer LWF	20
Bonus (To be paid annually)	3,000
Risk Management	2,025
Gratuity	1,442
Monthly CTC	50,000
Special Incentive	25,000
Performance Incentive	50,000
Total Earnability	125,000

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Date: 19/07/2019

Candidate's Signature: Charanpreet Kaur

Candidate's Name: CHARANPREET KAUR

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ANNEXURE 'B'

[List of documents]

1. Educational Passing certificates and marksheets (10th, 12th/Diploma/Graduation etc.)
2. Copy of Curriculum vitae & Personal detail form
3. Temporary ID-Card (download from Online Registration Portal)
4. PAN Card
5. Address Proof :
   - Aadhar Card
   - Passport (If applied then Acknowledgment receipt is a must)
   - Voter ID card/Ration card/Driving license/Electricity bill (Optional)
6. Proof of last drawn salary (If applicable)
7. Experience letter/ Service report/ Relieving letter of all previous employer/s (If applicable)
8. Form 16 or receiving of Income Tax Return for last year (If applicable)
9. Proof of Bank account i.e. Bank passbook, Bank Cheque, Online statement etc.
10. Passport size photographs (Sixteen in number)
11. Marriage certificate (If applicable)
12. DMAT a/c information of yours/immediate family member as per SEBI regulation (www.sebi.gov.in/faq/faqdemat.html) (If applicable)

Note: You are requested to bring all the above specified documents in Original & Xerox for joining. **These documents are MANDATORY at the time of joining otherwise we may not be able to go ahead with the Joining process.**

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As part of your joining procedure, you will be going through induction programs at our manufacturing plants in Sanghera and Dhaula. Members located at Budhni will travel to Budhni after completion of Joining & Induction process. Also, the salary account is opened in Punjab National Bank/ State Bank of India only on the day of joining.

Condition for Termination of Employment:

1. If terminating within 30 days of joining, the member may give parting notice in writing as required under the rules of the company.

In case of any query related to joining process, please feel free to get in touch with **PRIYANKA SETHI | PRIYANKASETHI@TRIDENTINDIA.COM**.

Chanpreet Kaur

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Gmail

Charanpreet Kaur <charank2397@gmail.com>

Way Forward || Trident Group || Document Upload

1 message

Sameep <Sameep@tridentindia.com>
To: "CHARANK2397@GMAIL.COM" <CHARANK2397@gmail.com> 10 June 2019 at 13:14

Dear CHARANPREET KAUR,

Congratulations once again for being selected for the Takshashila Program-18.

You are about to embark on a career journey with a world class organization and we hope to make your on-boarding experience as efficient and seamless as possible.

In order for us to be ready to welcome you and keep your workstation, systems and bank account prepared, we would request you to upload the below mentioned documents **in PDF form only** from your side on or before **14.06.2019** end of day.

(While we understand that you would have already filled up a similar link before and would have uploaded your documents - however the below mentioned documents when uploaded through the link provided will ensure your details in our employee IT system.)

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1) All Education Passing certificates along with all semester mark-sheets (10th, 12th, Graduation & Post graduation etc.) (**Mandatory**)

2) Aadhar card & PAN card (**Both are Mandatory**)

3) Passport (Upload, if available)

4) In case Permanent address is not mentioned on Aadhar Card/ Passport, please share supporting address proof i.e. Voter Card, Electricity/ Telephone Bill. **(Mandatory)**

5) Last 3 month's Pay slips & a copy of your Latest Increment Letter/ Appointment letter (alongwith complete CTC Break up) (**Mandatory If applicable**)

6) Experience letter/ Service report/ Relieving letter of all previous employer/s (**Mandatory If applicable**)

7) Share contact details of 2 reference members (not subordinates/ family members) from your previous employers. (**Mandatory If applicable**)

8) Updated Curriculum vitae/resume.**(Mandatory)**

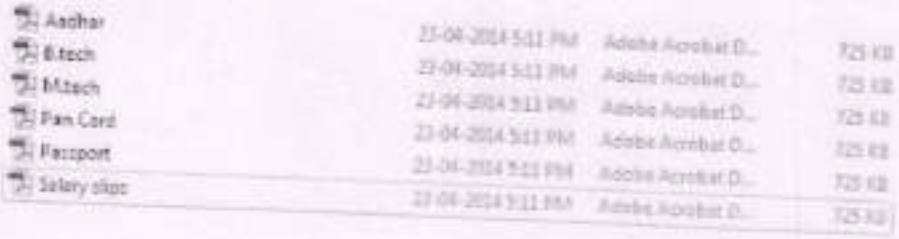
9) Personal Detail Form to be complete in Trident E-Recruitment **(Mandatory)**

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Important steps to be taken:

- Document Upload Portal (for new registration please click Register here)
- In case if you have earlier accessed this link through some other recruitment drives by Trident or have applied earlier and have used the same email id as in Takshashila Program, kindly reset your password and then **Upload the documents at** Click for Logon to E-Recruitment portal.
- After uploading all the above mentioned documents kindly send all the files in a **Zip folder** to talent.management@tridentindia.com.
- **Please don't forget to mention the name of the files as well before you send it.**

Screenshot attached for your reference.



Please note: Name on Aadhar Card , PAN Card and Educational Proofs should be same. If these are not in-lined, kindly visit your nearest government suvidha kendra and get these **updated and then upload.**

For any further queries please reach out Mr. Shaurya Sharma (9878999612) and Ms. Priyanka Sethi (9878998483)

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Regards,

Team Trident

********** Our Vision: Inspired by Challenge, we will add value to life, and together, prosper globally. Our Values: To provide Customer Satisfaction, through Teamwork, based on Honesty & Integrity, for Continuous Growth & Development. ********** DISCLAIMER - tridentindia.com ********** The information transmitted is intended only for the person or entity to which it is addressed and may contain confidential and /or privileged material. Any review, retransmission, dissemination or other use of, or taking of any action in reliance upon, this information by persons or entities other than the intended recipient is prohibited. If you are not the intended recipient, please contact the sender and delete the material from any computer. **********

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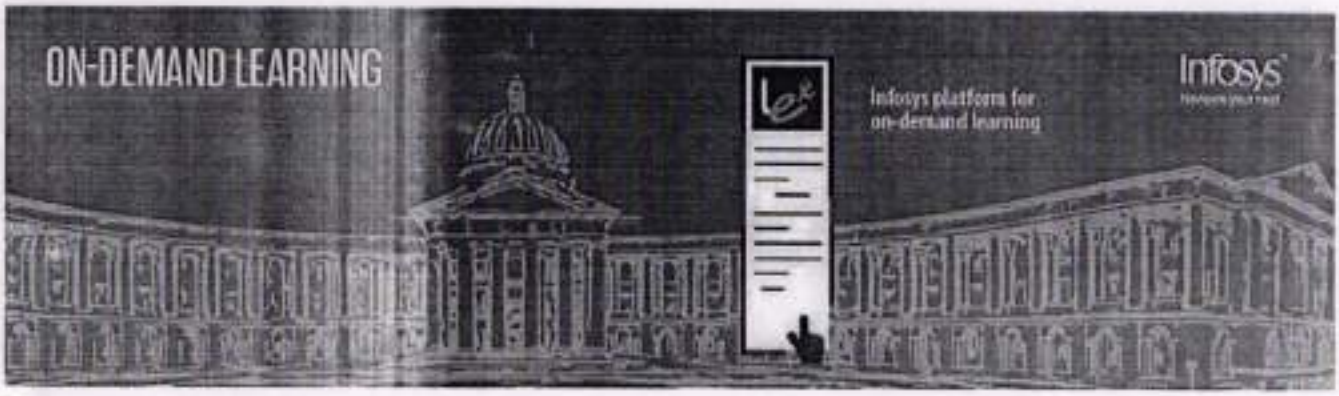
Gmail

Charanpreet Kaur <charank2397@gmail.com>

infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Vardha@infosys.com> 26 October 2018 at 09:33
To: "charank2397@gmail.com" <charank2397@gmail.com>, "pasurinder@gmail.com" <pasurinder@gmail.com>



Dear Charanpreet Kaur ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises **three segments viz., Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysoru. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** charank2397@gmail.com
- **Password: LsjQ4Uzx**

Remove Watermark Now

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)

VP - Talent Acquisition

Infosys Limited

Copyright © 2018 Infosys Limited

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Dear Ishmanjot Singh,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz. **Foundational, Technical Stream** and **Soft Skills.** Through **Lex**, you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

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- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infosyian, you have it in you to prepare well and 'crack' our assessments.

For more information, please login here using the below credentials:

- **Login ID:** ishmanjot313@gmail.com
- **Password:** _8buYQ3P

Keep learning! Keep winning!

Regards,

Varachasj V (Varsha)
AVP - Talent Acquisition
Infosys Limited

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Dear Abhishek Kumar Choubey,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills**. Through **Lex**, you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

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- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** abhishek.cyk@gmail.com
- **Password:** fIlG1bCu

Keep learning! Keep winning!

Regards,

Varacharaj V (Vardha)
AVP - Talent Acquisition
Infosys Limited

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[redacted] SPECTRUM TALENT MANAGEMENT (P) LTD.

Date: 10 May'19

Mr. Prince Kumar

Ludhiana, Punjab

Subject: Offer Letter

Dear Prince ,

This has reference to your Campus Selection with us for a suitable opening in our organization.

1. We are pleased to offer you an appointment as **"Executive -Client Acquisition "**. Your tentative date of joining will be **4 Jun 2019** and can be changed, the information of which will be formally communicated to you.

- That your Annual Compensation will be **Rs. 252600** /- as per attached herewith as "Annexure – I".
- During the course of your tenure of employment, you will be deputed to work with our client **"INDIAMART INTERMESH LTD"** at **"JALANDHAR"**, and you shall follow rules, procedure, practices & decorum, regularly & punctually prescribed by the client concerned.
- Organization reserves the right to transfer you to and / or utilize your services in any of the company's offices (Current or Future), work sites or assisted or affiliated Companies located within the country.
- Leaves & holidays will be applicable as per policies prevalent in the company.
- Performance Evaluation: The management of the Client shall have exclusive right to evaluate your performance at any time during the term of your contract employment.
- On the day of joining, you are requested to contact **Mr Nitish Nair** working with us as **Sr. Executive - Talent Acquisition** for completion of your joining formalities and induction.
- Spectrum Talent Management Pvt. Ltd. (STMPL), does not charge any amount in any manner whatsoever from any Associate/s towards facilitating the recruitment of an associate with its esteemed customers. In case any representative of STM demands any amount against helping him/her to get a job with its customer/s, you are hereby advised not to entertain any such demand. Further, you are requested to bring any such incident to the notice of STM by reporting it to Email ID.

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SPECTRUM TALENT MANAGEMENT (P) LTD.

- Kindly sign the copy of this letter as a token of acceptance of this offer. A detailed Letter of Appointment setting out terms and conditions of your appointment shall be issued to you subsequent to your completing the joining formalities.

- On the day of joining, please carry all your original documents along with you for physical verification as below with the acceptance of this offer letter.

  1. Offer Letter
  2. Proof of age (birth certificate/ class 10th certificate)
  3. Proof of all qualification
  4. Proof of Permanent Address (Any one – Voter Id Card/ Driving License/ Aadhar Card/ Electricity bill/ Bank statement)
  5. Aadhar Card
  6. Identity Proof (Any One -Passport/ Permanent Driving license/ Voter ID)
  7. PAN Card
  8. Relieving letter/ Experience letter/ Letter of Appointment along with Resignation Letter from all previous employers
  9. Latest salary slip / Bank statement reflecting Salary credit from Employer (if applicable)
  10. 4 recent passport size photographs
  11. Cancel Cheque Copy or Bank Statement (Existing Saving Account)

- Please Note – It is mandatory to get all the original documents verified within 4 weeks from your Date of joining. In case of failure, your employment will be terminated with immediate effect.

- Should you have any queries please feel free to contact **Nitish** @ campusconnect@indiamart.com.

- Your offer has been made based on the information furnished by you. However, if there is any discrepancy found during the antecedent check conducted by the Company or in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer & your appointment thereafter at any time.

We wish you all the best!

With warm regards

For Spectrum Talent Management.

Prince Kumar

Candidate Acceptance

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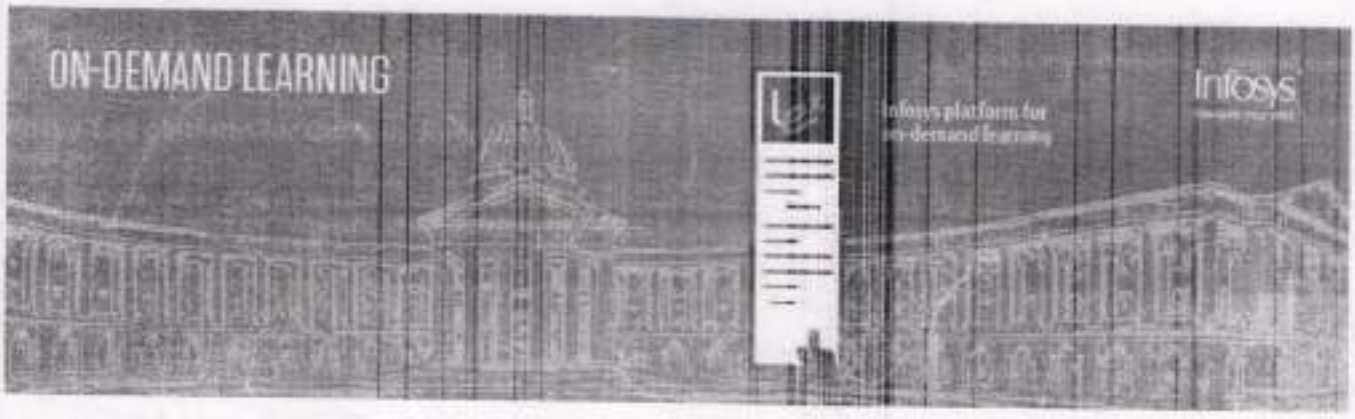
Gmail

karan sohal <karansohal875@gmail.com>

Infosys Lex platform for Campus Recruits

2 messages

Varadharaj V <TA_Vardha@infosys.com>
To: "karansohal875@gmail.com" <karansohal875@gmail.com>, "karanvirsingh.sohal@gmail.com" <karanvirsingh.sohal@gmail.com>
Fri, Oct 26, 2018 at 9:37 AM



Dear Karanvir Singh **Sohal** ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills**. Through Lex, you get an opportunity to complete the **Foundational segment** even before you **join us at** Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training **program** directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along **with the first** month's payroll

If you do not clear the assessment, then you will go through the regular training **program**. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** karansohal875@gmail.com
- **Password: oH9pWZ8V**

Keep learning! Keep winning!

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MECHLIN
SOFTWARE TECHNOLOGY PVT LTD

Date: 18-10-2018

Sub: Offer letter

Dear **Jaskranbir Singh**,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Business Development Trainee'**.

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m**.

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

As discussed earlier, my 8th semester training will be in Civil Engineering, so my Date of joining (ie Date of Appointment) will be June, 2019

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You are requested to Submit the following to HR department along with the acceptance of Terms and Condition of Employment with Mechlin Technologies

a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining

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Sincerely,

Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: _____

Name: Jaskaran bir Singh

Date: 15 / 11 / 2018

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Net2Source

B-4, Ground Floor
Sector-63, Noida
UP - 201307
Tel: +91-120-4744400
Web: www.net2source.com

CIN: U7414ODL2008PLC180253 2008 - 2009

Date: 17th Nov 2018

Name: Avashdeep kaur

Address: 48-A, Sargodha
Colony, Ludhiana
Punjab
Pin:- 141002

Congratulations!!!

This refers to your application and subsequent interview with us. We are pleased to offer you appointment in our organization as **Associate Recruiter** on the terms and conditions as mutually agreed upon during the course of discussion.

Your annual compensation as discussed and mutually agreed is **INR 3,00,000 (Rupees Three Lakhs Only)** Per Annum and you will be on probation period for three months.

You will be issued the formal letter of appointment upon your joining. You are advised to join us in the month of Jan/Feb/Aug 2019.

We would request you to make necessary arrangements before the joining date as mentioned since this date will not be extended in any case.

In case any documents/references don't correspond to the claimed information, the offer extended would stand null & void, thus would lead to withdrawal of the offer.

Please carry the originals of all the documents listed below at the time of joining, along with one set of photo copy:

1. Copies of Certificates in support of your Qualifications
2. Copies of Certificates in support of your Training / Certification.
3. 5 Passport size photographs
4. Photo ID Proof, like (PAN Card, Driving License, Voter ID, Pass Port, Credit Card with Photo)
5. Permanent and Local Address Proof
6. Pan Card Number and Copy

We welcome you to the **Net2Source** family and look forward to a mutually beneficial and long term association.

Sincerely Yours,

(Pooja Anand)

AVP - Talent Development
Human Resource Department
Net2Source Consulting Limited

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Net2Source

CIN: U7414ODL2008PLC180253 2008 - 2009

B-4, Ground Floor
Sector-63, Noida
UP - 201307
Tel: +91-120-4744400
Web: www.net2source.com

Date: 17th Nov 2018.

Name: Jaspal Singh

Address: 73-D, BRS Nagar
Ludhiana
Pin:- 141012

Congratulations!!!

This refers to your application and subsequent interview with us. We are pleased to offer you appointment in our organization as **Associate Recruiter** on the terms and conditions as mutually agreed upon during the course of discussion.

Your annual compensation as discussed and mutually agreed is INR **3,00,000 (Rupees Three Lakhs Only)** Per Annum and you will be on probation period for three months.

You will be issued the formal letter of appointment upon your joining. You are advised to join us in the month of Jun/Jul/Aug 2019.

We would request you to make necessary arrangements before the joining date as mentioned since this date will not be extended in any case.

In case any documents/references don't correspond to the claimed information, the offer extended would stand null & void, thus would lead to withdrawal of the offer.

Please carry the originals of all the documents listed below at the time of joining, along with one set of photo copy:

1. Copies of Certificates in support of your Qualifications
2. Copies of Certificates in support of your Training / Certification.
3. 5 Passport size photographs
4. Photo ID Proof, like (PAN Card, Driving License, Voter ID, Pass Port, Credit Card with Photo)
5. Permanent and Local Address Proof
6. Pan Card Number and Copy

We welcome you to the **Net2Source** family and look forward to a mutually beneficial and long term association.

Sincerely Yours,

(Pooja Anand)

AVP - Talent Development
Human Resource Department
Net2Source Consulting Limited

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Net2Source

B-4, Ground Floor
Sector-63, Noida
UP - 201307
Tel: +91-120-4744400
Web: www.net2source.com

CIN: U7414ODL2008PLC180253 2008 - 2009

Date: 7th Nov. 2018

Name: Sukhman kaur

Address: 2056 Phase II.
Dugri Urban Estate,
Ludhiyana. Punjab. 141013

.....

Congratulations!!!

This refers to your application and subsequent interview with us. We are pleased to offer you appointment in our organization as **Associate Recruiter** on the terms and conditions as mutually agreed upon during the course of discussion.

Your annual compensation as discussed and mutually agreed is INR **3,00,000 (Rupees Three Lakhs Only)** Per Annum and you will be on probation period for three months.

You will be issued the formal letter of appointment upon your joining. You are advised to join us in the month of Jun./Jul./Aug 2019.

We would request you to make necessary arrangements before the joining date as mentioned since this date will not be extended in any case.

In case any documents/references don't correspond to the claimed information, the offer extended would stand null & void, thus would lead to withdrawal of the offer.

Please carry the originals of all the documents listed below at the time of joining, along with one set of photo copy:

1. Copies of Certificates in support of your Qualifications
2. Copies of Certificates in support of your Training / Certification.
3. 5 Passport size photographs
4. Photo ID Proof, like (PAN Card, Driving License, Voter ID, Pass Port, Credit Card with Photo)
5. Permanent and Local Address Proof
6. Pan Card Number and Copy

We welcome you to the **Net2Source** family and look forward to a mutually beneficial and long term association.

Sincerely Yours,

Abha.

(Pooja Anand)

AVP - Talent Development
Human Resource Department
Net2Source Consulting Limited

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Justdial

30-01-2019

Karanvir Singh
Chandigarh

Subject: **LETTER OF OFFER**

Dear Karanvir,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**.You will be on probation for a period of six months from your date of joining which will be on or before **03-06-2019**.

The annual compensation calculated on Cost to Company will be **INR 259000/-**.

Details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.17000 /-p.m.	102000
2	Revised Salary - After Six Months*	Rs.20000 /-p.m.	120000
	Performance Cum Retention Bonus**	**Amount**	
3	End of 6 Months - One month Salary	17000	17000
4	End of 12 Months - One month Salary	20000	20000
	Total CTC per annum		**259000**

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***Revised Salary & Performance cum Retention Bonus (PCRB)** are paid subject to satisfactory performance report at the end of **6 months** and **12 months** after successful completion of probation in writing.

Your place of posting will be **Ludhiana**.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

You are requested to sign a copy of this letter as a token of acceptance.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Tanu Sharma

Justdial
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Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Karanvir Singh	
Department	Sales	
Grade	G12	
Designation	Certified Internet Consultant	
Effective Date	03-06-2019	
CTC	259000/- per annum	
Pay structure	**CTC**	**Revised CTC**
Fixed Components		
Basic	5100	6000
House Rent Allowance (HRA)	3060	3600
Departmental Allowance	2125	2500
Desk Allowance	2125	2500
Personal Allowance	1883	2215
Salary (C1)	**14293**	**16815**
Statutory Components		
Employer PF Contribution	612	720
Employer ESIC Contribution	679	799
Benifits(c2)	**1291**	**1519**
Reimbursements		
Sodexo		
Conveyance Reimbursement		
Fuel Reimbursement		
Reimbursements(c3)	**0**	**0**
Statutory Bonus	**1416**	**1666**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**17000**	**20000**
Deductions		
Employee PF Contribution	612	720
Employee ESIC Contribution	251	295
Total Deductions (b)	**863**	**1015**
Net Take Home (a - b - C2)	**14846**	**17466**
Total CTC	**17000**	**20000**

* **Net Take Home** is subject to tax & other applicable deductions basis individual's salary structure.

Yours sincerely,
For Just Dial Limited

Tanu Sharma

Head - Human Resources, Chandigarh

pdfelement

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Justdial

30-01-2019

Rajat Kumar Sehgal
Chandigarh

Subject: **LETTER OF OFFER**

Dear Rajat,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**.You will be on probation for a period of six months from your date of joining which will be on or before **03-06-2019**.

The annual compensation calculated on Cost to Company will be **INR 259000/-**.

Details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.17000 /-p.m.	102000
2	Revised Salary - After Six Months*	Rs.20000 /-p.m.	120000
	Performance Cum Retention Bonus**	**Amount**	
3	End of 6 Months - One month Salary	17000	17000
4	End of 12 Months - One month Salary	20000	20000
	Total CTC per annum		**259000**

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***Revised Salary & Performance cum Retention Bonus (PCRB)** are paid subject to satisfactory performance report at the end of **6 months** and **12 months** after successful completion of probation in writing.

Your place of posting will be **Ludhiana**.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

You are requested to sign a copy of this letter as a token of acceptance.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Tanu Sharma

Remove Watermark Now

My Offers

Business Development Intern - BGIET (706) - Pending

Offer Letter

Location: Byjus IBC -20 Office (5002)
Offer Date: 12/28/2018

Offer Letter

Print Download

BYJU'S

OFFER LETTER

Mr. Rajat Kumar Sehgal,

Date: Friday, December 28, 2018

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavour to change the face of education.

We are pleased to offer you the position of Intern on following terms & conditions:

Offer Details:

Designation:	Intern
Department:	Business Development (5100000)
Sub Department:	Sales
Role Location / Work Location:	Ludhiana
Employment Type:	Intern Plus Placement
Stipend per Month:	25000

Reporting Details:

Date of Reporting: Monday, February 4, 2019

Reporting Location: Byju's-Think and Learn Pvt Ltd,6th floor, Tower D, IBC Knowledge Park, Bhavani Nagar, Near Dairy Circle, Bannerghatta Main Road,Bengaluru, Karnataka 560029

Reporting Time: 8 : 30 AM

Please note you will move to your Role Location / Work Location post training

As per the government guidelines, tax deduction will be 10% for those who have PAN Card, otherwise, the tax deduction will be 20%. Therefore, please apply for a PAN Card, at the earliest, in case you do not have one.

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

If not accepted within 48hours, it will be construed that you are not interested in this employment and this offer will be withdrawn. After you accept this offer, your onboarding will be initiated. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

You are requested to join the services of the Company not later than Monday, February 4, 2019 , failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resources

Signature:

Annexure A

All Confidential Information, Coaching Materials, Developed Material and Documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

The Intern acknowledges that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Code of Conduct: Think & Learn Pvt. Ltd., endeavours to follow the best possible standards in its governance and has high levels of transparency and integrity. As an intern or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our interns relating to their dealings with you in various business transactions. We ask you to read, understand, and adhere to this practice and also ensure that others represent you do the same (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

Business Conduct: Our basic premise in conduct of business, interns should do nothing that might discredit or embarrass the Company, its clients, or themselves as interns of the Company.

All Think & Learn Pvt. Ltd., interns are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception.



Remove Watermark Now

Dear Rahul Bansal ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

pdfelement

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** bansal.rahul143.rb@gmail.com
- **Password: bOHfKh9G**

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)

VP - Talent Acquisition

Infosys Limited

Remove Watermark Now

@RaahgiriDay

raahgiri_day

theraahgiri foundation

Date: 14th June 2019

To,

Inderpal Singh

V.P.O- Mukandpur, District S.B.S , Nagar

Punjab - 144507

Mob: +91-9803783052

Email: inderpal25@ymail.com

Sub: Appointment Letter

Dear Inderpal,

Congratulations!

This letter is to confirm your Appointment to as a designation of '**Road Safety Associate**' as a Consultant at **The Raahgiri Foundation** at the assigned location - **SBS NAGAR**, from **14th June 2019**.

Your monthly consulting fees would be INR 20,000 per month. This amounts to INR 2,40,000 per annum.

During the tenure with the organization, you will devote your whole time and attention to the interest of this organization and will not engage yourself in any other work either paid or in an honorary capacity. You will be bound by the rules and regulations in force and framed by the organization from time to time. This appointment will become null and void if the data provided by you at the time of application, or at any time during the tenure in the organization, is found to be incorrect at any stage.

Enclosed along are the roles and responsibilities you are expected to fulfill. Please go through all the enclosures and sign on the duplicate of this letter as acceptance to that contained therein.

I wish you a long, rewarding and inspiring career.

Sincerely,

Sarika Panda Bhatt
Co-founder & Trustee
Raahgiri Foundation

Accepted by
Inderpal Singh

pdfelement

Raahgiri Foundation
C-157, AnandVihar, Vikas Marg Extension,
Delhi – 110092

Raahgiri Foundation
31, Kachnar Marg, DLF Phase – 1
Gurgaon - 122002

Remove Watermark Now

11:36

Employee Information Form - Just Dial Ltd

Inbox

Just Dial Jan 30
to me

Dear Yogeshwar ,

Congratulations on your selection with Just Dial!!! Please find below the link to view and download soft copy of your offer letter.

Offer letter Link :	http://accounts.justdial.com/hire_services/hire/offer?id=5c51957cbc939

pdfelement

We Would request you to review the offer letter and send your acceptance at the earliest possible.

Once you accept the offer, please finish you pre-joining formalities immediately by clicking on the following link.

Note: Before clicking on the joining link please ensure to have the attached list of mandatory documents soft copies saved on your desktop for completing the formalities without any hassles.

Joining Formalities Link :	http:// accounts.justdial.com/hire_services/hire/join?id=5c51957cbc939

(If clicking the above links doesn't seem to work you can copy and paste the link into your web browser address window or manually type it there.)

We are pleased that you will shortly be working with us and it is our hope that you will have a long and fruitful career with us.

Regards
HR Team-Chandigarh

Remove Watermark Now

Net2Source

CIN: U74140DL2008PLC180253 2008 - 2009

B-4, Ground Floor
Sector-63, Noida
UP - 201307
Tel: +91-120-4744400
Web: www.net2source.com

Date: 17th Nov 2018

Name: Aashdeep kaur

Address: 48-A, Sargodha
Colony, Ludhiana
Punjab
Pin:- 141002

Congratulations!!!

This refers to your application and subsequent interview with us. We are pleased to offer you appointment in our organization as **Associate Recruiter** on the terms and conditions as mutually agreed upon during the course of discussion.

Your annual compensation as discussed and mutually agreed is INR **3,00,000 (Rupees Three Lakhs Only)** Per Annum and you will be on probation period for three months.

You will be issued the formal letter of appointment upon your joining. You are advised to join us in the month of Jan'2019/Aug 2019.

We would request you to make necessary arrangements before the joining date as mentioned since this date will not be extended in any case.

In case any documents/references don't correspond to the claimed information, the offer extended would stand null & void, thus would lead to withdrawal of the offer.

Please carry the originals of all the documents listed below at the time of joining, along with one set of photo copy:

1. Copies of Certificates in support of your Qualifications
2. Copies of Certificates in support of your Training / Certification
3. 5 Passport size photographs
4. Photo ID Proof, like (PAN Card, Driving License, Voter ID, Pass Port, Credit Card with Photo)
5. Permanent and Local Address Proof
6. Pan Card Number and Copy

We welcome you to the **Net2Source** family and look forward to a mutually beneficial and long term association.

Sincerely Yours,

(Pooja Anand)

AVP - Talent Development
Human Resource Department
Net2Source Consulting Limited

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Gmail

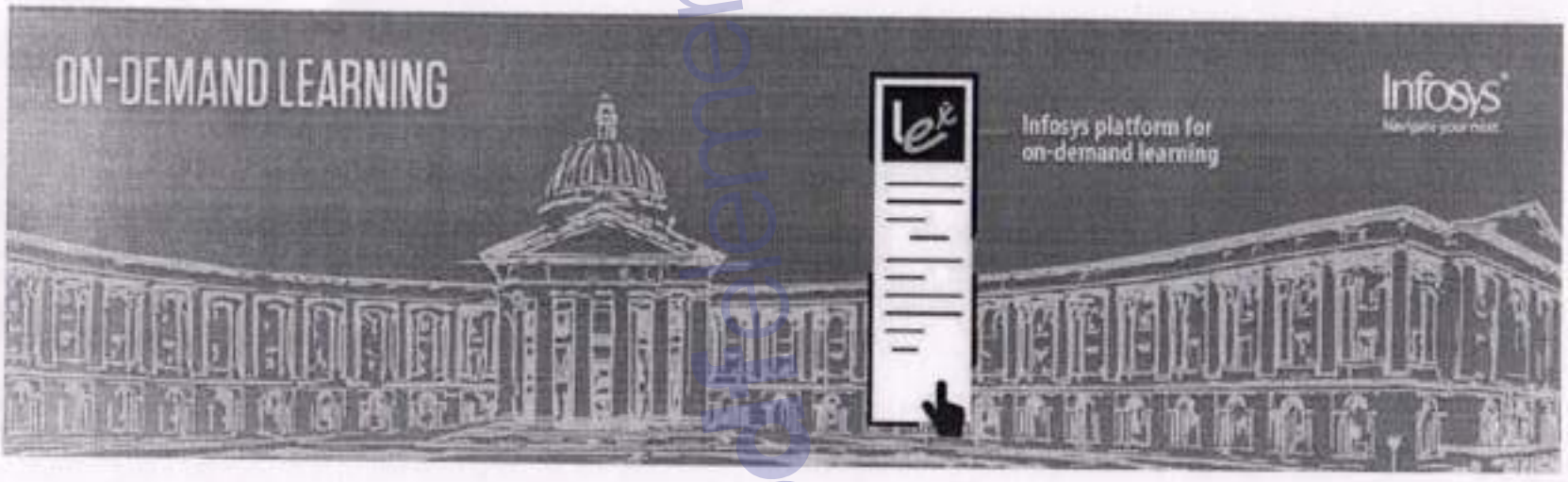
aman kumar <aman1397kumar@gmail.com>

Infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Vardha@infosys.com>
To: "aman1397kumar@gmail.com" <aman1397kumar@gmail.com>

Thu, Oct 25, 2018 at 11:22 AM



Dear Aman Kumar Giri,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you

Remove Watermark Now

Date: 14th June 2019

To,

Manpreet Singh

HJ-127, Housing Board Colony,

District B.R.S Nagar, Ludhiana

Mob: +91-9814622560

Email:manpreetsingh.08.1997@gmail.com

Sub: Appointment Letter

Dear Manpreet,

Congratulations!

This letter is to confirm your Appointment to as a designation of **'Road Safety Associate'** as a Consultant at **The Raahgiri Foundation**at the assigned location - **Mohali, Haryana**, from **14th June 2019**.

Your monthly consulting fees would be INR 20,000 per month. This amounts to INR 2,40,000 per annum.

During the tenure with the organization, you will devote your whole time and attention to the interest of this organization and will not engage yourself in any other work either paid or in an honorary capacity. You will be bound by the rules and regulations in force and framed by the organization from time to time. This appointment will become null and void if the data provided by you at the time of application, or at any time during the tenure in the organization, is found to be incorrect at any stage.

Enclosed along are the roles and responsibilities you are expected to fulfill. Please go through all the enclosures and sign on the duplicate of this letter as acceptance to that contained therein.

I wish you a long, rewarding and inspiring career.

Sincerely,

Sarika Panda Bhatt
Co-founder & Trustee
The Raahgiri Foundation

pdfelement

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Annexure to your Letter of Appointment as a 'Road Safety Associate'

Welcome!!

Presented here are the details that refer to our letter of Appointment to you for the above-mentioned role.

A. **Position Title:** Road Safety Associate

B. **Reporting to:** Arbab Ahmed

C. **Role & Responsibilities:**

1. To conduct Road Safety and Black spot Audits on the various road on the wide variety of highway ranging from major to minor highways, traffic management and reasons which leads the accident.
2. Prepare reports of all Audits conducted and submitting to relevant department.
3. The completion of safety assessments and risk assessments on highway roads and street sites falling within the assigned jurisdiction.
4. Conduct road audits and survey as per the guidelines from the Government of India or State Government to identify accident-prone spots or sections.
5. Analysis of FIR data for fatal and non-fatal crash.
6. Assist the Traffic Police in Crash Investigations and submit recommendations to the concerned department
7. Coordinate with the District administration in conducting monthly District Road Safety Committee (DRSC) meetings
8. To train Saksham Yuvas for road scanning for Harpath App, on ground verification of redressed major complaints, weekly
9. Development of appropriate solutions or remedial measures that can be recommended and presented to concerned authorities.
10. Development of road safety and speed management plans to recommend improved road infrastructure.
11. To prepared standard road accidental database for the district and update it on daily basis.

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12. To act as Coordinator amongst the various department working within the district, RSA will directly and indirectly responsible for road safety and traffic management in within the district.
13. To update the State Government Authorities/ WRI/PVZ or any officer assigned about the activities, data or procedures related to various activities for the assigned geographical area.
14. To assist various government department concerning with road safety and traffic management.
15. To conduct the road safety awareness programmes, like Good Samaritan Guidelines, better emergency response system etc.
16. Enhancement to Knowledge and experience in current Road Safety issues, Highway Design Standards and Traffic Engineering and Traffic Management with an ultimate goal of safer road user and safer roads.
17. To adhere and aware the new rules and regulation on the traffic rule passed by central govt., State govt., and Supreme Court

D.Compensation details:

Compensation Details		
Components	Description	Rs/Annum
Monthly Fees	This amount is paid to the employee as a monthly fees and is fully taxable. 10% TDS would be deducted from this amount and deposited on employees PAN.	20000
Total Monthly Consultancy Fees		20000

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E. Terms & Conditions of Consultancy Services.

1. Your consultancy period shall be for 1 year commencing from from 14th June 2019.
2. As a regular Consultant, you will be liable to give Two months notice period or consultancy compensation thereof in case you decide to leave our services. Further the Organization reserves the right to terminate your services anytime without prior notice in case of any gross misconduct. No notice of termination will be effective if it is given during the leave period and also you will not be able to proceed on leave during the notice period.
3. Fully perform the services in a professional manner at the assigned location until the completion of the term of the work assignment.

4. During the term of the work assignment render services exclusively to the organization and such performance shall not be inconsistent with any obligations you may have to other third party.
5. Not engage in any conduct which is detrimental to the interest of the organization.
6. Extend all cooperation to the organization employees, consultants, representatives, etc and do all such things as may be necessary and comply with all terms of the appointment letter so as to effectively undertake the work.
7. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the organization.
8. Comply with the safety, health and other rules and regulations.
9. Your place of work will be assigned to you after training period, but during the course of the above assignment, you shall be liable to be posted/transferred/anywhere to serve any of the organization's project or any other establishment in India or outside, at the sole discretion of the management.
10. You will report to the any assigned resource by The Raahgiri Foundation.
11. Should you be selected to perform the work assignment, the nature of your relationship with your organization will be that of a consultant for a fixed period. By executive this letter of engagement neither do we Appoint you employment with organization nor do you become an employee of organization. Upon expiry or termination of the work assignment your consultancy with organization shall stand terminated forthwith.
12. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and organization shall promptly settle all your dues after making the applicable deductions.
13. You need to raise an invoice per month in against of rendering your services for the consultancy compensation payment. The payment of the consultancy compensation would be made to you after receiving of invoice to Accounts department of the organization.

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F. leaves, Increments and Promotions

As per the HR Policy

G. Documents to be submitted

1. Education qualification certificates with Mark-Sheets
2. i) Identity proof - Residential proof (Voter ID/Aadhaar Card/Driving License)
3. ii) PAN card (*if any*)
4. Photos (3 Nos.)
5. Work Experience letter (if *applicable*)
6. Cancelled cheque (*if any*)

H. Background Checks

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The Organization 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 Organization conducting such background checks. If the Organization is not satisfied, in its sole discretion, with the outcome of the background checks, the Organization reserves the right to take any appropriate action against you, including, but not limited to termination of your employment.

I. OUR CODE OF CONDUCT

1) Unconditional integrity, honesty, respect and courteous behavior
2) Punctuality and discipline, decorum and system adherence
3) Confidentiality of all information
4) Energy conservation and cost consciousness
5) Good inter-personal relations, teamwork along with transparent & open communication
6) Continual improvement of quality and learning
7) Hospitality and positive treatment of all outsiders
8) Decent wear and neat grooming, cleanliness of individual space

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Net2Source

B-4, Ground Floor
Sector-63, Noida
UP - 201307
Tel: +91-120-4744400
Web: www.net2source.com

CIN: U7414ODL2008PLC180253 2008 - 2009

Date: 17th Nov. 2018.

Name: Jaspal Singh

Address: 73-D, BRS Nagar
Ludhiana
Pin:- 141012

Congratulations!!!

This refers to your application and subsequent interview with us. We are pleased to offer you appointment in our organization as **Associate Recruiter** on the terms and conditions as mutually agreed upon during the course of discussion.

Your annual compensation as discussed and mutually agreed is INR **3,00,000 (Rupees Three Lakhs Only)** Per Annum and you will be on probation period for three months.

You will be issued the formal letter of appointment upon your joining. You are advised to join us in the month of Jan/Jul. 2019.

We would request you to make necessary arrangements before the joining date as mentioned since this date will not be extended in any case.

In case any documents/references don't correspond to the claimed information, the offer extended would stand null & void, thus would lead to withdrawal of the offer.

Please carry the originals of all the documents listed below at the time of joining, along with one set of photo copy:

1. Copies of Certificates in support of your Qualifications
2. Copies of Certificates in support of your Training / Certification.
3. 5 Passport size photographs
4. Photo ID Proof, like (PAN Card, Driving License, Voter ID, Pass Port, Credit Card with Photo)
5. Permanent and Local Address Proof
6. Pan Card Number and Copy

We welcome you to the **Net2Source** family and look forward to a mutually beneficial and long term association.

Sincerely Yours,

(Pooja Anand)

AVP - Talent Development
Human Resource Department
Net2Source Consulting Limited

pdfelement

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BYJU'S

OFFER LETTER

Mr. Abhishek Kumar Choubey
Date: Friday, July 5, 2019

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavour to change the face of education.

We are pleased to offer you the position of Trainee - Sales on following terms and conditions:

Offer Details:

Designation:	Trainee - Sales
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location:	Chandigarh
Employment Type:	Trainee

CTC per Annum:

- Fixed Pay: 700000 INR
- Variable Pay: 300000 INR

Reporting Details:

Date of Reporting:	Monday, July 8, 2019
Reporting Location:	Byju's-Think and Learn Pvt Ltd,6th floor, Tower D, IBC

pdfelement

Knowledge Park, Bhavani Nagar, Near Dairy Circle, Bannerghatta Main Road, Bengaluru, Karnataka 560029

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Reporting Time: 8 : 30 AM

Please note you will move to your Role Location / Work Location post training

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional taxes
4. Dues to company including loans and advances
5. Or any other applicable statutory deductions

The income Tax liability with regards your salary and perks and will be governed by the tax laws of the country as applicable from time to time.

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

pdfelement

You are requested to join the services of the Company not later than Monday, July 8, 2019 , failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,

For and Behalf of,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Remove Watermark Now

Annexure A

All Confidential information, Coaching Materials, Developed Material and Documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

The trainee acknowledges that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Code of Conduct: Think & Learn Pvt. Ltd., endeavours to follow the best possible standards in its governance and has high levels of transparency and integrity. As a trainee or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our trainee relating to their dealings with you in various business transactions. We ask you to read, understand, and adhere to this practice and also ensure that others represent you do the same (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

Business Conduct: Our basic premise in conduct of business: trainee should do nothing that might discredit or embarrass the Company, its clients, or themselves as trainee of the Company.

All Think & Learn Pvt. Ltd., trainees are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception.

Annexure B

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1. 12th Mark sheet
2. 10th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' payslip(Only for experienced candidate)

Signature:

pdfelement

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trf
the raahgiri foundation

Date: 14th June 2019

To,

Manpreet Singh

HJ-127, Housing Board Colony,

District B.R.S Nagar, Ludhiana

Mob: +91-9814622560

Email:manpreetsingh.08.1997@gmail.com

Sub: Appointment Letter

Dear Manpreet,

Congratulations!

This letter is to confirm your Appointment to as a designation of **'Road Safety Associate'** as a Consultant at **The Raahgiri Foundation**at the assigned location - **Mohali, Haryana**, from **14th June 2019**.

Your monthly consulting fees would be INR 20,000 per month. This amounts to INR 2,40,000 per annum.

During the tenure with the organization, you will devote your whole time and attention to the interest of this organization and will not engage yourself in any other work either paid or in an honorary capacity. You will be bound by the rules and regulations in force and framed by the organization from time to time. This appointment will become null and void if the data provided by you at the time of application, or at any time during the tenure in the organization, is found to be incorrect at any stage.

Enclosed along are the roles and responsibilities you are expected to fulfill. Please go through all the enclosures and sign on the duplicate of this letter as acceptance to that contained therein.

I wish you a long, rewarding and inspiring career.

Sincerely,

Sarika Panda Bhatt
Co-founder & Trustee
The Raahgiri Foundation

pdfelement



Remove Watermark Now

trf
the raahgiri foundation

Annexure to your Letter of Appointment as a 'Road Safety Associate'

Welcome!!

Presented here are the details that refer to our letter of Appointment to you for the above-mentioned role.

A. Position Title: Road Safety Associate

B. Reporting to: Arbab Ahmed

C. Role & Responsibilities:

pdfelement

1. To conduct Road Safety and Black spot Audits on the various road on the wide variety of highway ranging from major to minor highways, traffic management and reasons which leads the accident.
2. Prepare reports of all Audits conducted and submitting to relevant department.
3. The completion of safety assessments and risk assessments on highway roads and street sites falling within the assigned jurisdiction.
4. Conduct road audits and survey as per the guidelines from the Government of India or State Government to identify accident-prone spots or sections.
5. Analysis of FIR data for fatal and non-fatal crash.
6. Assist the Traffic Police in Crash Investigations and submit recommendations to the concerned department
7. Coordinate with the District administration in conducting monthly District Road Safety Committee (DRSC) meetings
8. To train Saksham Yuvas for road scanning for Harpath App, on ground verification of redressed major complaints, weekly
9. Development of appropriate solutions or remedial measures that can be recommended and presented to concerned authorities.
10. Development of road safety and speed management plans to recommend improved road infrastructure.
11. To prepared standard road accidental database for the district and update it on daily basis.
12. To act as Coordinator amongst the various department working within the district, RSA will directly and indirectly responsible for road safety and traffic management in within the district.

Remove Watermark Now

13. To update the State Government Authorities/ WRI/PVZ or any officer assigned about the activities, data or procedures related to various activities for the assigned geographical area.
14. To assist various government department concerning with road safety and traffic management.
15. To conduct the road safety awareness programmes, like Good Samaritan Guidelines, better emergency response system etc.
16. Enhancement to Knowledge and experience in current Road Safety issues, Highway Design Standards and Traffic Engineering and Traffic Management with an ultimate goal of safer road user and safer roads.
17. To adhere and aware the new rules and regulation on the traffic rule passed by central govt., State govt., and Supreme Court

D.Compensation details:

Compensation Details		
Components	Description	Rs/Annum
Monthly Fees	This amount is paid to the employee as a monthly fees and is fully taxable. 10% TDS would be deducted from this amount and deposited on employees PAN.	20000
Total Monthly Consultancy Fees		20000

pdfelement

E. Terms & Conditions of Consultancy Services.

1. Your consultancy period shall be for 1 year commencing from from 14th June 2019.
2. As a regular Consultant, you will be liable to give Two months notice period or consultancy compensation thereof in case you decide to leave our services. Further the Organization reserves the right to terminate your services anytime without prior notice in case of any gross misconduct. No notice of termination will be effective if it is given during the leave period and also you will not be able to proceed on leave during the notice period.
3. Fully perform the services in a professional manner at the assigned location until the completion of the term of the work assignment.

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4. During the term of the work assignment render services exclusively to the organization and such performance shall not be inconsistent with any obligations you may have to other third party.
5. Not engage in any conduct which is detrimental to the interest of the organization.
6. Extend all cooperation to the organization employees, consultants, representatives, etc and do all such things as may be necessary and comply with all terms of the appointment letter so as to effectively undertake the work.
7. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the organization.
8. Comply with the safety, health and other rules and regulations.
9. Your place of work will be assigned to you after training period, but during the course of the above assignment, you shall be liable to be posted/transferred/anywhere to serve any of the organization's project or any other establishment in India or outside, at the sole discretion of the management.
10. You will report to the any assigned resource by The Raahgiri Foundation.
11. Should you be selected to perform the work assignment, the nature of your relationship with your organization will be that of a consultant for a fixed period. By executive this letter of engagement neither do we Appoint you employment with organization nor do you become an employee of organization. Upon expiry or termination of the work assignment your consultancy with organization shall stand terminated forthwith.
12. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and organization shall promptly settle all your dues after making the applicable deductions.
13. You need to raise an invoice per month in against of rendering your services for the consultancy compensation payment. The payment of the consultancy compensation would be made to you after receiving of invoice to Accounts department of the organization.

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F. leaves, Increments and Promotions

As per the HR Policy

G. Documents to be submitted

1. Education qualification certificates with Mark-Sheets
2. i) Identity proof - Residential proof (Voter ID/Aadhaar Card/Driving License)
3. ii) PAN card (*if any*)
4. Photos (3 Nos.)
5. Work Experience letter (if *applicable*)
6. Cancelled cheque (*if any*)

H. Background Checks

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The Organization 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 Organization conducting such background checks. If the Organization is not satisfied, in its sole discretion, with the outcome of the background checks, the Organization reserves the right to take any appropriate action against you, including, but not limited to termination of your employment.

I. OUR CODE OF CONDUCT

1) Unconditional integrity, honesty, respect and courteous behavior
2) Punctuality and discipline, decorum and system adherence
3) Confidentiality of all information
4) Energy conservation and cost consciousness
5) Good inter-personal relations, teamwork along with transparent & open communication
6) Continual improvement of quality and learning
7) Hospitality and positive treatment of all outsiders
8) Decent wear and neat grooming, cleanliness of individual space

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Hi Team,

Greetings from **Net2Source**, Noida!

Congratulations for your First Step towards your Dream of being Placed at a Multi-National Firm and being a success story for Many of your Folks, So be ready to Pack your Bags to leave for your Joining at your First Job!

We are equally excited like you all to meet you at our **Noida office** for your **Pre-Joining orientation on 7th June 2019** Followed by the **Joining on 10th June 2019**.

Finally, the wait is over and the Date and Time has been decided for your first visit with your Parents/Guardian/Elder Family Member (Maximum 2 Guardian) for Pre Joining Orientation Program and Joining at Net2Source Office. So Book your Calendar and plan your day to see us at **Net2Source Noida Office.**

You must come along with your Parents/Guardian/Elder Family Member since, we want them to meet, they should also visit the company where their Son/Daughter is going to work after studies, we would be glad to meet them and help them understand ourselves and your career planning at Net2Source.

You will be meeting our Senior Leadership including our **Sr. Vice President- Workforce Management & Process Excellence and Assistant Manager - Talent Development** and many others at **Net2Source**. Hence, we expect you to dress up formally.

The reporting time will be 11:30 AM And this Program would need your 3-4 hours at least, your Folks can attend this meet and go back on the same day. See you on **7th June 2019 for Pre - Joining** we are excited to meet you and share our plans for your learning and growth with us.

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MECHLIN

Date: 18-10-2018

Sub: Offer letter

Dear **Sukhman Kaur**,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Business Development Trainee'**.

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative join-ng date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m.**

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

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Mechlin Software Technology Pvt. Ltd.

Confidential

World Tech Tower, C-203, 8th Floor, Sector 74, Sahibzada Ajit Singh Nagar, Mohali - 140308 Tel: 0172 4038205 Email: hr@mechlintech.com

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You are requested to Submit the following to HR department along with the acceptance of Terms and Condition of Employment with Mechlin Technologies

a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

Sincerely,

Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: _____

Name : Sukhman Kaur

Date: _____

Mechlin Software Technology Pvt. Ltd.

World Tech Tower, C 203, 8th Floor, Sector 74, Sahibzada Ajit Singh Nagar, Mohali 140308 Tel: 0172 4038205 Email: hr@mechlintech.com

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SPECTRUM TALENT MANAGEMENT (P) LTD.

Date: 13 June'19

Mr. Inderpal Singh

Ludhiana, Punjab

Subject: Offer Letter

Dear Inderpal ,

This has reference to your Campus Selection with us for a suitable opening in our organization.

1. We are pleased to offer you an appointment as **"Executive -Client Acquisition "**. Your tentative date of joining will be **17 Jun 2019** and can be changed, the information of which will be formally communicated to you.

- That your Annual Compensation will be **Rs. 252600** /- as per attached herewith as "Annexure – 1".
- During the course of your tenure of employment, you will be deputed to work with our client **"INDIAMART INTERMESH LTD"** at **"Ludhiana/Gill Road"**, and you shall follow rules, procedure, practices & decorum, regularly & punctually prescribed by the client concerned.
- Organization reserves the rights to transfer you to and / or utilize your services in any of the company's offices (Current or Future), work sites or assisted or affiliated Companies located within the country.
- Leaves & holidays will be applicable as per policies prevalent in the company.
- Performance Evaluation: The management of the Client shall have exclusive right to evaluate your performance at any time during the term of your contract employment.
- On the day of joining, you are requested to contact **Mr Nitish Nair** working with us as **Sr. Executive – Talent Acquisition** for completion of your joining formalities and induction.
- Spectrum Talent Management Pvt. Ltd. (STMPL), does not charge any amount in any manner whatsoever from any Associate/s towards facilitating the recruitment of an associate with its esteemed customers. In case any representative of STM demands any amount against helping him/her to get a job with its customer/s, you are hereby advised not to entertain any such demand. Further, you are requested to bring any such incident to the notice of STM by reporting it to Email ID.
- Kindly sign the copy of this letter as a token of acceptance of this offer. A detailed Letter of Appointment setting out terms and conditions of your appointment shall be issued to you subsequent to your completing the joining formalities.

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- On the day of joining, please carry all your original documents along with you for physical verification as below with the acceptance of this offer letter.

  1. Offer Letter
  2. Proof of age (birth certificate/ class 10th certificate)
  3. Proof of all qualification
  4. Proof of Permanent Address (Any one – Voter Id Card/ Driving License/ Aadhar Card/ Electricity bill/ Bank statement)
  5. Aadhar Card
  6. Identity Proof (Any One -Passport/ Permanent Driving license/ Voter ID)
  7. PAN Card
  8. Relieving letter/ Experience letter/ Letter of Appointment along with Resignation Letter from all previous employers
  9. Latest salary slip / Bank statement reflecting Salary credit from Employer (if applicable)
  10. 4 recent passport size photographs
  11. Cancel Cheque Copy or Bank Statement (Existing Saving Account)

- Please Note – It is mandatory to get all the original documents verified within 4 weeks from your Date of joining. In case of failure, your employment will be terminated with immediate effect.

- Should you have any queries please feel free to contact **Nitish @ campusconnect@indiamart.com.**

- Your offer has been made based on the information furnished by you. However, if there is any discrepancy found during the antecedent check conducted by the Company or in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer & your appointment thereafter at any time.

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We wish you all the best!

With warm regards

For Spectrum Talent Management.

Candidate Acceptance

For Spectrum Talent Management Pvt. Ltd.

Authorised Signatory

Authorized Signatory

(Signature)

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SPECTRUM TALENT MANAGEMENT (P) LTD.

Annexure – 1

Name: Inderpal Singh
Designation: Executive- Client Acquisition
Date of Joining: 17-Jun-19

Particulars	Monthly Amount In INR.	Annual Amount In INR.
Basic + DA	15010	180120
HRA	5232	62784
Bonus	808	9696
Gross Salary	**21050**	**252600**

* Please note that the above mentioned salary is inclusive of the deductions as per statutory requirements.

*Income Tax deductions, if applicable, will be as per the Income Tax Act, 1961.

* You are entitled to a retiral benefit of gratuity as per the provision of "Payment of Gratuity Act, 1972". The amount indicated is equivalent to 15 days' basic salary on a basis of 26 days in a month, for every completed year, as part thereof, in excess of 6 months. The payment shall be contingent upon continuous service of 5 years with the Company.

** **Group Medical Insurance:**
You will be entitled to Medical Insurance Coverage as per company policy.
Group Accidental Insurance:
You will be entitled to Accidental Insurance Coverage as per company policy.
Group Term Insurance:
You will be entitled to Term Insurance Coverage as per company policy.

NOTE: This Statement is only for the purpose of information and is illustrative in nature.

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For Spectrum Talent Management Pvt. Ltd.

Candidate Acceptance

(Authorized Signatory)

(Signature)

Remove Watermark Now



Strictly Private and Confidential

18-Mar-2019

Tanvi Garg
172, Bank Colony, Atam Nagar, Ludhiana
8054240511

Dear Tanvi,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: e006ff9b-9b44-4314-832b-ed23eb8b11c5_1
Signed By: Mohan Sekhar

Remove Watermark Now



Strictly Private and Confidential

04-Mar-2019

Piyush Arora
36-BSargodha Colony, Model Gram
9815945194

Dear Piyush,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions.

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: b696a9b4-0758-42df-84b5-37a4df14c7da_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

pdfelement

Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

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Strictly Private and Confidential

15-Mar-2019

Varmeet Singh
H.No 127, Staff Colony, Guru Nanak Dev Engineering College, Gill Road, Gill Park, Ludhiana.
9569159192

Dear Varmeet,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: edcad986-1828-4fe9-92ee-a74df95b1f3f_1
Signed By: Mohan Sekhar

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Strictly Private and Confidential

28-Mar-2019

Nitya Garg
521/A Sita Nagar, Bharat Nagar, Ludhiana
9464016791

Dear Nitya,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

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Reference Id: d590409d-519c-4a2e-bc45-fbe6625c5198_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

pdfelement

Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

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ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

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Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

Remove Watermark Now

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

pdfelement

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M

Joining and documentation formalities

2 messages

Tanya Srivastav <tanya@rtl-tech.com>
To: hnaulakha96@gmail.com

Tue, Jun 11, 2019 at 6:57 PM

Hello Hitesh,

Congratulations!!! You are selected in RTL technologies Pvt Ltd.

You have to come for your Joining and documentation formalities on 17th June 2019 @6:30 P.M.

Please carry the following documents –

- Original and Photo Copies of Certificates in support of your Qualifications (**10th,12th & B.Tech Mark sheets and Certificates both** /Any other higher qualification).
- Photo copies & Originals of your past experiences**(if applicable)**.
- 4 passport size photographs.
- 2 Photo copy of identification proof (**PAN Card & Aadhaar Card**).
- 2 Photo copy of address proof (**passport / voter id / driving license/ Ration Card/Bank Pass book**).
- Mother and Father Addhar No.
- Experience letter of previous organisation and bank statement of 3 months.

pdfelement

Thanks & Regards,

Tanya Srivastav

HR Executive

RTL Technologies Pvt Ltd.

-consulting redefined

Address - Technopolis IT Hub,

7th Floor A/12, C-56,

Sector-62, Noida,

(U.P)-201301

Remove Watermark Now

Gmail hitesh naulakha <hnaulakha96@gmail.com>

Employee Information Form - Just Dial Ltd

1 message

Just Dial <hrchandigarh@justdial.com> Wed, Jan 30, 2019 at 5:55 PM
To: hnaulakha96@gmail.com

Dear Hitesh Naulakha,

Congratulations on your selection with Just Dial!!!
Please find below the link to view and download soft copy of your offer letter.

Offer letter Link : http://accounts.justdial.com/hire_services/hire/offer?id=5c51957c73085

We Would request you to review the offer letter and send your acceptance at the earliest possible.

Once you accept the offer, please finish you pre-joining formalities immediately by clicking on the following link.

Note: Before clicking on the joining link please ensure to have the attached list of mandatory documents soft copies saved on your desktop for completing the formalities without any hassles.

Joining Formalities Link : ht tp://accounts.justdial.com/hire_services/hire/join?id=5c51957c73085

(If clicking the above links doesn't seem to work you can copy and paste the link into your web browser address window or manually type it there.)

We are pleased that you will shortly be working with us and it is our hope that you will have a long and fruitful career with us.

Regards
HR Team-Chandigarh

pdfelement

Candidate_Check_List.pdf
254K

CSE - 155058/1507636

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Strictly Private and Confidential

13-Mar-2019

Parul Puri
50- C Rishi Nagar, Ludhiana
8195996645

Dear Parul,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 8de3ef09-474c-4105-b37b-5bae447539fb_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

pdfelement

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

pdfelement

Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

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ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

pdfelement

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus-** of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

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Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

pdfelement

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

pdfelement

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Strictly Private and Confidential

11-Apr-2019

Tarlochan Singh
42/40 G Block Near Railway Line SBS Nagar Pakhowal Road Ludhiana
9780689827

Dear Tarlochan,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 61d2fdef-255f-4cbb-ba5d-c55ac4e3b775_1
Signed By: Mohan Sekhar

Remove Watermark Now

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20161903684/Delhi
Date: 08/10/2018

Mr. Tarlochan Singh
42 - G Block, Sbs Nagar,
Pakhowal Road,
Ludhiana-141012,
Punjab.
Tel# -7009979745

Dear Tarlochan Singh,

Sub: Letter of Offer

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

pdfelement

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Cyber Security Practise (CSP)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1235 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

Remove Watermark Now

Offer: Computer Consultancy
Ref: TCSL/CT20161904065/Delhi
Date: 08/10/2018

Mr. Niraj Kumar Pandey
Vill-Thori Pandey Pur, Post-Murar, Dis-Buxar,,
Thori Pandey Pur,
Buxar-802127,
Bihar.
Tel# 91-7986037565

Dear Niraj Kumar Pandey,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **ECM (Enterprise Content Management)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Strictly Private and Confidential

18-Mar-2019

Satprit Kaur
HOUSE NO. 1333, PHASE 2, URBAN ESTATE, DUGRI, LUDHIANA
7837015724

Dear Satprit,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 81402cba-9355-411d-80b3-761a951feac5_1
Signed By: Mohan Sekhar

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Gmail

TarlocHan SinGh <tarlochans002@gmail.com>

Fwd: Infosys Lex platform for Campus Recruits

1 message

satprit kaur <ksatprit@gmail.com>
To: TarlocHan SinGh <tarlochans002@gmail.com>

Thu, Jun 20, 2019 at 11:59 AM

---------- Forwarded message ---------
From: **Varadharaj V** <TA_Vardha@infosys.com>
Date: Thu 25 Oct, 2018, 12:08 PM
Subject: Infosys Lex platform for Campus Recruits
To: ksatprit@gmail.com <ksatprit@gmail.com>

Dear Satprit Kaur,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- Login ID: ksatprit@gmail.com
- Password: sSN44eUc

pdfelement

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TATA

Offer: Computer Consultancy
Ref: TCSL/CT20161903775/Delhi
Date: 08/10/2018

Mr. Niteesh Kumar
Hostel No- 1, Guru Nanak Dev Engineering College,
Gill Park,
Ludhiana-141006,
Punjab,
Tel# 91-9122471396

Dear Niteesh Kumar,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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C&B-155040/1507

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TATA

Offer: Computer Consultancy
Ref: TCSL/CT20161903656/Delhi
Date: 08/10/2018

Ms. Khushali Kapoor
1538,Urban Estate,Phase2,Chandigarh Road,
Urban Estate, Chandigagrh Road,
Ludhiana-141010,
Punjab.
Tel# 161-4621538

Dear Khushali Kapoor,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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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5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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TATA

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**10,200/-** 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 ₹**4,080/-** 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 of ₹**6,270/-** 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.

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PERFORMANCE PAY

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

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

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

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

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CITY ALLOWANCE

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

OTHER BENEFITS

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

HIS offers the following benefits:

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

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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

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

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

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

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

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

Professional Memberships
You will be eligible for reimbursement of 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.

Gratuity

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

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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.

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

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

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unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 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**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

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

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

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

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

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

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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

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under 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.

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.

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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 equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 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.

20. Initial Learning Programme (ILP)

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.

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.

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.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

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

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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET

Annexure 1

Name	Khushali Kapoor
Designation	Assistant System Engineer-Trainee
Institute Name	Guru Nanak Dev Engineering College, Ludhiana

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,686
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** 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	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **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	Delhi **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax - 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai **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
Pune **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	Thiruvananthapuram **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**

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

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

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

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

(d) Customer and prospective customer lists, and

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

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

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

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

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

6. **Security policies and Guidelines**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

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

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, FID Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1715 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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TATA

9. Equitable Rights

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

10. General

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1795 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, FTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
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TATRAS
FUELING INFORMED DECISIONS

Manveen Kaur,

30th May 2019

Dear Manveen,

Subject: Offer of Employment at Tatras Data, New Delhi

We are pleased to offer you employment as a Junior Data Scientist based at our offices at E44/10, Upper Ground Floor, Okhla Phase 2, New Delhi - 110020 with a compensation package of Rs. 3.6 lacs per annum. The terms and conditions of the employment are enclosed herewith.

To help Tatras Data meet its accelerated growth plan, we would appreciate you joining us no later than Monday, 1st July, 2019. You are required to report at 9:30 AM to Gurleen Kaur Anand at the above address.

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

1. All original certificates, which would be returned after verification
2. One set photocopies of all the academic certificates
3. Two sets of latest passport size photographs
4. One Photocopy of your passport
5. 2 References

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We welcome you to our Tatras Data family and look forward to a mutually beneficial working relationship. Should you need any clarification on the offer, please feel free to contact me on gurleen@tatrasdata.com or call me on 9899892691.

Your acceptance of the offer should reach us at gurleen@tatrasdata.com by, 24th May 2019. Non-receipt of the same would be deemed as rejection and the offer shall stand cancelled.

Sincerely

Sarabjot Singh Anand
Co-Founder
Tatras Data Services Pvt. Ltd.

Encl.: Terms and Conditions & Compensation structure

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TATRAS
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Terms and conditions:

1. Compensation

As detailed in the Annexure.

2. Exclusivity

Your position is a whole time employment with the company and you shall devote yourself exclusively to the business of the company. You shall not take up any other work for remuneration or work on advisory capacity or be interested directly or indirectly in any other trade or business during the employment with the company without permission in writing from the management. You shall not solicit any employment OR accept any employment OR join the employment with the customer/s of Tatras Data with whom you worked during the course of your employment or within 24 months from the time of leaving the employment with Tatras Data.

3. Probation

You will be on probation for a period of **Six Months** from the date of joining and you shall continue to be on probation unless confirmed in writing by the company.

4. Shifts

Company reserves the right to run the shifts, change the shift timings, fix the criteria to attend in shifts within the applicable laws based on its business needs and all its employees are bound by it.

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5. Transfer & Deputation

Your services can be transferred to other locations, subsidiaries, sister companies or deputed to any client's site, within or outside India based on the requirements of the organization or exigencies of work from time to time and you are required to conform to the demands of the business

6. Code of Business conduct

You will be governed by the Code of Business Conduct as is in force from time to time.

7. Applicability of changes in the general terms and conditions of employment and policies made by the company subsequently.

Company reserves the right to amend certain terms and conditions of employment and /or policies from time to time to cope with the changing business needs and environment which shall be communicated appropriately. Unless given specific exemption, you shall be bound by these amended terms and conditions automatically.

Employee's Signature:

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8. Leave

You will be governed by the Tatras Data Services leave policy that is in force from time to time.

9. Dress Code

You are required to be dressed in Business Informals and Business Formals when visiting client sites.
Gentlemen: To be dressed in full/half sleeved shirt, Full Trousers and Leather Shoes (Black/Brown)
Ladies: Sarees / SalwarKameez / Business Suits.

10. Performance Review

Your performance shall be reviewed periodically as per the Performance Management System (PMS) operational in the company. Performance reviews may or may not cause compensation reviews.

11. Compensation Reviews

Compensation reviews shall be purely based on individual's profile, contributions, competencies, role, potential to shoulder higher responsibilities and internal & external environment.
Compensation reviews are highly personal and confidential and hence, revealing or eliciting compensation details is considered as impropriety and may lead to punitive action.

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12. Financial or Nonfinancial reviews

Financial or non-financial reviews like payment of ex-gratia, incentive, variable pay etc **shall not be** considered for the employees who tender their resignation and serving the notice period.

13. Declarations & Information

This offer of employment is made based on the information furnished by you regarding your personal data, education qualification and experience. If any information furnished by you is proved to be false or you willfully suppressed any information, this employment is liable to be terminated.

14. Employee's Non-Disclosure agreement

You shall execute the Employee's Non-Disclosure Agreement as stipulated by the company at the time of joining duty.

15. Termination of contract

Either party can terminate this contract of employment without giving any reasons thereof subject to applicable clauses.

Employee's Signature:

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16. Period of Notice for termination of contract of employment by the Employee.

You shall provide in writing minimum 30 days notice to terminate this contract of employment. The Company may at its sole discretion relieve you from such date even before the expiry of the notice period by waiving the remainder of the notice period without any compensation or salary for such remainder of the notice period.

17. Period of Notice for termination of contract of employment by the company.

Company shall provide in writing minimum 30 days notice to terminate this contract of employment. However, company reserves the right to pay basic salary in lieu of the notice period and terminate the contract with immediate effect.

18. Recovery towards shortfall of period of notice

You are required to give minimum period of notice in writing as **per Clause No 16.** However, the Company reserves the right to relieve you before the expiry of the notice period on payment or recovery, as the case may be, of proportionate basic salary towards shortfall of period of notice.

19. Dismissal

Company reserves the right to dismiss you without any notice or payment in lieu of notice in the event of misconduct which constitutes a breach of integrity under the Company's Code of Business Conduct.

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20. Voluntary Abandonment

Should you not report to duty for more than 7 consecutive days without prior sanction of leave from your superior, it is construed that you have voluntarily abandoned the services of the company and your name shall be deleted from the muster rolls thereof.

21. Surrender of Company Assets

You need to surrender all the tangible assets of the Company, including the data and information in soft or hard form which are in your possession by virtue of your employment before separation from the Company.

22. Travel

You will be required to undertake travel on Company's work and you will be paid travel expenses as per the prevailing travel policy in the company.

23. Overseas Service Agreement

As the company will be spending substantial amount of time and money for your deputation / secondment abroad for training/familiarization program / onsite implementation, you are required to execute a service agreement depending on the duration of the stay abroad. This agreement will, inter alia, requires (i) your commitment to complete the Project, and (ii) your returning to India after completion of the Project and serving the Company for a stipulated period.

Employee's Signature:

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24. Contact Information

You will keep the company informed of your postal address, telephone number, fax, email or any other means for communication including changes that may occur during the period of your employment. Any communication sent to the last informed address is deemed as served.

25. Jurisdiction

The appropriate Courts situated in Delhi shall alone have exclusive jurisdiction to try any disputes arising out of this contract of employment.

26. Back Ground Verification

Acceptance of this offer also confirms your consent to Tatras Data to carry out necessary back ground checks on Education, Previous Employment and felony records

27. Retirement

You shall retire from the services of the Company automatically on attaining the age of 60 years.

ACCEPTANCE: I have read and fully understood the above terms and conditions and I accept the same without any reservations.

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Signature
Date: _____
Place: _____

Head Office: E44/10, Upper Ground Floor,
Okhla Phase 2,
New Delhi - 110020, India

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TATRAS
ENABLING INFORMED DECISIONS

Annexure to Offer Letter- Compensation Structure

Particulars	Monthly	Annual	Taxable	Exempt
Basic	30,000	360,000	360,000	0
HRA		0	0	0
Medical Reimbursement		0	0	0
Telephone Reimbursement	0	0	0	0
Conveyance Reimbursement	0	0	0	0
Special Allowance			0	0
PF Contribution				
Employee Contribution		0	0	0
Employer's Contribution		0	0	0
Gratuity	0	0	0	0
Total	**30,000**	**360,000**	**360,000**	**0**

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Sarabjot Singh Anand
Co-Founder,
Tatras Data Services Pvt. Ltd.

Head Office: E44/10, Upper Ground Floor,
Okhla Phase 2,
New Delhi - 110020, India

CSE-155039/ 1507605

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Strictly Private and Confidential

13-Apr-2019

Karanvir Singh Panesar
VPO khattra chuharam via dehlon
7087939206

Dear Karanvir,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: b01eaa08-d451-4670-aeba-6b234b268280_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

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Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

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ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

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Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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ChicMic
2nd floor, Landmark Plaza (F-3 Tower),
QuarkCity SEZ, A-40A,
Industrial Area, Phase VIII Extension,
Mohali, Punjab - 160059

Offer Letter

10 December 2018

Dear **Niteesh Kumar**,

This has reference to the Campus Recruitment drive conducted by us and the selection process thereon. We are impressed with your credentials and are pleased to extend you this Offer Letter as **Associate Software Engineer** at **ChicMic** (the "Company") in our Mohali office.

Your total annual compensation inclusive of all benefits (statutory or otherwise) will be **Rs. 3,60,000.00 (Rupees Three Lakhs Sixty Thousands only)** per annum as Fixed Salary. All components of your compensation are subject to deduction of tax at source in accordance with the prevailing laws.

1. Please note that this Offer Letter is subject to, fulfillment of the following conditions by you:

   a. Completion of degree and submission of degree marks sheet and/or certificate and other documents, as may be required by the Company.

   b. Completion of 6 months industrial training as part of the course curriculum at our office in Mohali.

   c. Selection for job based on performance in training which will be conveyed at the time of completion of the training

2. This Offer Letter is purely based on the information/ documents provided by you. In case of any discrepancy / information found untrue or the results of the background checks are found not to be favorable to the company, the Company has the right to withdraw the offer / terminate the services during your employment without notice without any liability whatsoever.

3. You will be joining as a **trainee** during the 1st 6 months of industrial training as part of your course curriculum. The stipend during the training period is **Rs. 5000/- per month.** The Company may in its sole discretion extend your training period based on your performance, conduct and/or other factors as the company may deem fit. You shall continue to be on training, till your services are confirmed and notified by the Company in writing.

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ChicMic
2nd floor, Landmark Plaza (F-3 Tower),
QuarkCity SEZ, A-40A,
Industrial Area, Phase VIII Extension,
Mohali, Punjab - 160059

4. You will abide by the Official Working hours of the Company. You shall treat this Offer Letter as confidential and the terms of this offer are not to be disclosed. You agree to abide by all the Company rules, regulations, instructions, policies, practices and procedures that the Company may amend from time to time and to indemnify the Company for any loss suffered as a consequence of a breach by you of the Company's rules, regulations, instructions, policies, practices and procedures.

5. Your annual compensation shall be due for revision as per the Company policy. Your compensation and benefits may be amended at the sole discretion of the company.

6. Please confirm your acceptance of the terms and conditions in this Offer Letter, latest by **20/12/2018** via a reply email to **hr@chicmic.in**. In case, we do not receive your acceptance by email by the date mentioned above, this offer shall stand withdrawn automatically.

7. In the event you confirm your acceptance as aforementioned, you understand and agree that you have read and understood the terms of this Offer Letter and made the confirmation with your full conscience, free will and consent.

8. Your employment with the Company can be terminated by **thirty (30)** days' notice in writing from either side, or **thirty (30)** days' pay in lieu of notice, as may be determined by the Company. However, in case of misconduct or non-compliance of any company policies on your part, the Company may terminate your services without any notice period.

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9. On the day of your joining, please bring the following documents in ORIGINAL (for verification only), along with two (2) photocopies of each of these documents.

   a. Certificates supporting your educational qualifications along with mark sheets (ORIGINALS – for verification only)

      i. For 10th, 12th, Diploma, Degree and / or Master's degree
      ii. Any other certificates with supporting documents (if any)

   b. PAN card, Passport and Driving License (if available)

   c. Proof of Date of Birth (Birth certificate or Passport or PAN card)

   d. Six (6) copies of recent passport sized photographs

   e. Company Offer Letter

Remove Watermark Now



Strictly Private and Confidential

11-Apr-2019

Simran Kaur
1239,street no 3, krishna nagar, civil lines, Ludhiana
8289024186

Dear Simran,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 14f42609-3d56-47f7-896f-ef0344055ff2_1
Signed By: Mohan Sekhar

Remove Watermark Now

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

pdfelement

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

Remove Watermark Now

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

pdfelement

Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

Subject **RE: CAMPUS RECRUITMENT 2019 PASSING OUT | GNDEC, LDH**
From Sakshi <sakshi.sharma@tcyonline.com>
To <tpo@gndec.ac.in>
Cc 'HR' <hr@tcyonline.com>
Date 2019-05-30 09:47

Remove Watermark Now

Dear Dhruv,

We are happy to inform that Miss.Simrandeep has joined us as Research Executive-Academic Research & Data Science.

Regards
Sakshi Sharma

TCY Learning Solutions P Ltd
T:0161-4682365
www.TCYonline.com

-----Original Message-----
From: tpo@gndec.ac.in [mailto:tpo@gndec.ac.in]
Sent: 27 May 2019 12:39
To: Sakshi
Subject: Re: CAMPUS RECRUITMENT 2019 PASSING OUT | GNDEC, LDH
Importance: High

Dear Mam,

Greetings from Guru Nanak Dev Engineering College!

Please find attached herewith the details of the interested students as per your requirement. Kindly let us know the further proceedings.

For any assistance feel free to contact the undersigned/

Dhruv Chawla, Student Coordinator
((+91)9914450647 / 7009919571)

--
Thanks & Regards,
Gagandeep Singh Sodhi,
Training & Placement Officer,
GNDEC Ludhiana,
((+91)9872219178)

pdfelement

On 2019-05-20 18:00, tpo@gndec.ac.in wrote:

> Mam,
>
> Greetings of the day!
>
> As per the discussion, kindly conduct the telephonic interview on
> *25th May 2019* as till 24th May students are equipped due to their
> final semester examination.
>
> For any assistance feel free to contact
> Dhruv Chawla, Coordinator
> ((+91)9914450647)

--
Thanks & Regards,
Gagandeep Singh Sodhi,
Training & Placement Officer,
GNDEC Ludhiana,
((+91)9872219178)

Remove Watermark Now

Subject **Shortlisted Students**
From Tanya Srivastav <tanya@rtl-tech.com>
To <tpo@gndec.ac.in>
Date 2019-06-11 19:15

Hello,

Hope you are doing well!!!

We are happy to inform you that we have shortlisted two students who have appeared for the interview process. Names of shortlisted students are given below:

- Aman Kumar
- Hitesh

Date of Joining-17th June,2019

Thanks & Regards,
Tanya Srivastav
HR Executive
RTL Technologies Pvt Ltd.
--consulting redefined
Address - Technopolis IT Hub,
7th Floor A/12, C-56,
Sector-62, Noida,
(U.P)-201301
Phone: 0120-4311648

pdfelement

CSE-155077/ 1507662

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Capgemini

Capgemini Technology Services India Limited
(Formerly known as iGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai – 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Date: May 02, 2019

Ref No: HR/Campus/LO2019PJQ402/1

Sanjeev Saini
Guru Nanak Dev Engineering College

Letter of Intent ("LOI")

With reference to your interview conducted by us at **Qspiders Chandigarh,** we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** 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 **Qspiders Bangalore**, within a duration of **3 Months** from **19th June 2019,** for award of the **DotNet Fullstack** subject to the minimum passing percentage/grade/rank/class as determined by Capgemini and clearance of background verification. **(Refer Annexure 2)**

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.

pdfelement

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Gmail

Harsimrat Kaur <harsimrat98@gmail.com>

Fwd: Infosys Lex platform for Campus Recruits

1 message

Manveen Kaur <manveenkaur1997@gmail.com>
To: Harsimrat Kaur <harsimrat98@gmail.com>

Tue, Jun 18, 2019 at 3:03 PM

---------- Forwarded message ---------
From: **Varadharaj V** <TA_vardha@infosys.com>
Date: Thu, 25 Oct 2018, 12:13
Subject: Infosys Lex platform for Campus Recruits
To: manveenkaur1997@gmail.com <manveenkaur1997@gmail.com>



pdfelement

Dear Manveen Kaur,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** manveenkaur1997@gmail.com

- **Password: jD9D88xB**

Remove Watermark Now

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)

AVP - Talent Acquisition

Infosys Limited

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7 attachments

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11K



image006.jpg
993K



image001.jpg
40K

image002.png
1K

image003.png
1K

Stay Connected **image004.png**
8K



image001.jpg
40K

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Gmail

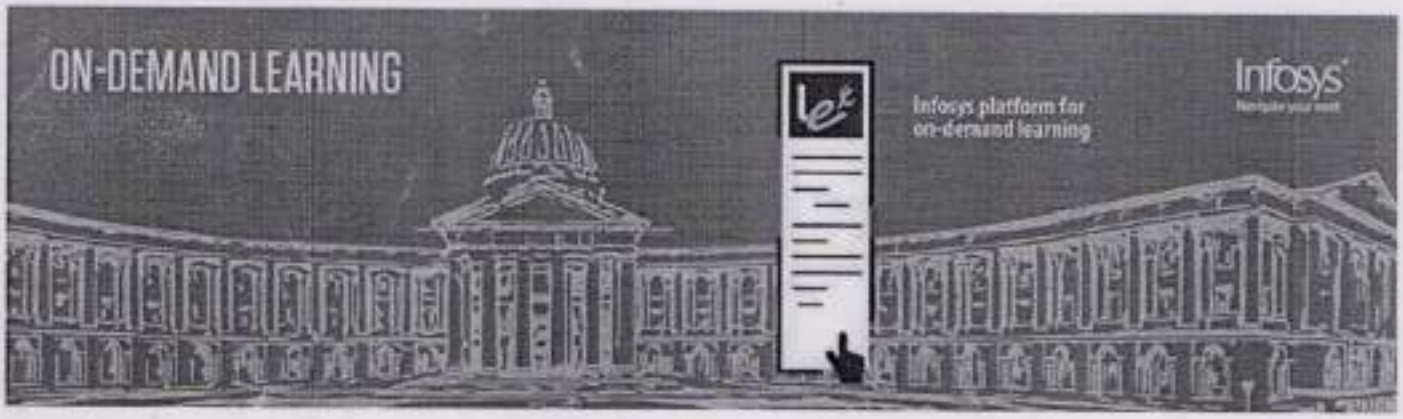
Harsimrat Kaur <harsimrat98@gmail.com>

Infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Vardha@infosys.com>
To: "harsimrat98@gmail.com" <harsimrat98@gmail.com>

Thu, Oct 25, 2018 at 11:56 AM



Dear Harsimrat Kaur,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

parlement

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex**, you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

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If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** harsimrat98@gmail.com
- **Password: e9ga9Q3z**

Keep learning! Keep winning!

Remove Watermark Now

Regards,

Varadharaj V (Vardha)

AVP - Talent Acquisition

Infosys Limited

Stay Connected

Copyright © 2018 Infosys Limited

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2 attachments

Stay Connected **image009.png**
11K



image006.jpg
993K

pdfelement

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Strictly Private and Confidential

18-Mar-2019

Harsimrat Kaur
89-A Model Town Extension Near New Krishna Mandir
8557932277

Dear Harsimrat,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 7b9befae-09f6-4f2e-aa29-970967fafeee_1
Signed By: Mohan Sekhar

Remove Watermark Now

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After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

pdfelement

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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 above 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.

Remove Watermark Now

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

pdfelement

Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

Remove Watermark Now



Offer: Computer Consultancy
Ref: TCSL/DT20184229019/Delhi
Date: 08/10/2018

Ms. Harsimrat Kaur
89-A,
Model Town Extension,
Ludhiana-141002,
Punjab.
Tel# 91-7888826637

Dear Harsimrat Kaur,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **ECM (Enterprise Content Management)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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TATA

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**10,200/-** 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 ₹**4,080/-** 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 of ₹**7,570/-** 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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

Remove Watermark Now

TATA

PERFORMANCE PAY

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

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

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

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

pdfelement

CITY ALLOWANCE

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

OTHER BENEFITS

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

HIS offers the following benefits:

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

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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

Remove Watermark Now



Strictly Private and Confidential

01-Apr-2019

Manveen Kaur
611 E block, B.R.S Nagar
9872909676

Dear Manveen,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

pdfelement

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Reference Id: ae740ddb-f59b-4723-8c26-d8602be40a0b_1
Signed By: Mohan Sekhar

Remove Watermark Now

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

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Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

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ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

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(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus-** of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

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Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

Remove Watermark Now

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Strictly Private and Confidential

21-Mar-2019

Deep Kaur
#4119 L.I.G Flats Ph2 dugri dhandhra roadUrban Estate dugri
8837765986

Dear Deep,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - **Application Development Associate**
Career Level - Career level - 12
Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 04c1cb32-535a-4960-9896-1ab718c2732b_1
Signed By: Mohan Sekhar

Remove Watermark Now

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

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Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[Insert full legal name]

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ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
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Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

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Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Gmail

Gagandeep Garg <gagandeep1214@gmail.com>

Employee Information Form - Just Dial Ltd

1 message

Just Dial <hrchandigarh@justdial.com> Wed, Jan 30, 2019 at 6:11 PM
To: gagandeep1214@gmail.com

Dear Gagandeep Garg,

Congratulations on your selection with Just Dial!!!
Please find below the link to view and download soft copy of your offer letter.

Offer letter Link : http://accounts.justdial.com/hire_services/hire/offer?id=5c519a7ed71cf

We Would request you to review the offer letter and send your acceptance at the earliest possible.

Once you accept the offer, please finish you pre-joining formalities immediately by clicking on the following link.

Note: Before clicking on the joining link please ensure to have the attached list of mandatory documents soft copies saved on your desktop for completing the formalities without any hassles.

Joining Formalities Link : htt p://accounts.justdial.com/hire_services/hire/join?id=5c519a7ed71cf

(If clicking the above links doesn't seem to work you can copy and paste the link into your web browser address window or manually type it there.)

We are pleased that you will shortly be working with us and it is our hope that you will have a long and fruitful career with us.

Regards
HR Team-Chandigarh

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Candidate_Check_List.pdf
254K

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Strictly Private and Confidential

01-Mar-2019

Garvit Abbat
H.No.8100, Nr. Mother Teresa School, Durga Puri, Haibowal Kalan, Ludhiana
8284010455

Dear Garvit,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 0c5707cf-4d9b-43a5-a1b0-8bbed5738b18_1
Signed By: Mohan Sekhar

Remove Watermark Now

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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Remove Watermark Now

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

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Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[insert full legal name]

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Gmail

Maaninder waraich <maaninderwaraich@gmail.com>

Infosys Limited

1 message

offer_documents <offer_documents@infosys.com>
To: "maaninderwaraich@gmail.com" <maaninderwaraich@gmail.com>

Thu, Oct 18, 2018 at 1:25 PM

Dear Maaninder Singh Waraich,

Greetings from Infosys Ltd !

We request you to send us scanned copies of below your mark sheets to offer_documents@infosys.com on or before **October 30, 2018**

1. Under graduate semester wise mark sheet / consolidated mark sheet

We wouldn't be able to take your candidature forward and extend an offer, if we don't receive these documents before the above mentioned date.

Please note **12656330** is your candidate ID and quote this in all your future correspondence.

Note:

- All these scanned copies to be in pdf / gif / Tiff formats only.
- Should mention your Infosys provided candidate ID in the subject line, for all your correspondence.
- Ensure that the total size does not exceed 8 MB including attachments, else send rest of docs in another email.

Regards,

pdfelement

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Strictly Private and Confidential

03-Apr-2019

Basleen Kaur
1229 Phase-1 Urban Estate Dugri
9876441328

Dear Basleen,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

pdfelement

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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Reference Id: d8a5544d-92f8-4b31-84d6-b94b2fc14ad4_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

pdfelement

Remove Watermark Now

ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

pdfelement

Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

Remove Watermark Now

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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CSE-155040/1507606

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Strictly Private and Confidential

03-Apr-2019

Khushali Kapoor
House No. 1538,Urban Estate,Phase 2,Jamalpur,Chandigarh Road,Ludhiana
8283910958

Dear Khushali,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: ffc522b6-0649-40a2-9e33-638c64bb9a4c_1
Signed By: Mohan Sekhar

Remove Watermark Now

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

pdfelement

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

pdfelement

Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

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ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

pafelement

Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

Remove Watermark Now

In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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TATA

Offer: Computer Consultancy
Ref: TCSL/CT20161903490/Delhi
Date: 08/10/2018

Ms. Bipinjot Kaur Hara
V.P.O Nandpur, Sahnewal, Ludhiana,
Sahnewal,
Ludhiana-141120,
Punjab.
Tel# 91-9877044616

Dear Bipinjot Kaur Hara,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,876/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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

CSE-155324
1507598

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Gmail

Harsimrat Kaur <harsimrat98@gmail.com>

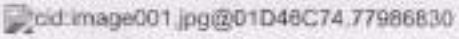
Fwd: Infosys Lex platform for Campus Recruits

1 message

JP MAKKAR <jaspinder.makkar@gmail.com>
To: Harsimrat Kaur <harsimrat98@gmail.com>

Tue, Jun 18, 2019 at 3:00 PM

---------- Forwarded message ---------
From: **Varadharaj V** <TA_Vardha@infosys.com>
Date: Fri, 26 Oct, 2018, 9:37 AM
Subject: Infosys Lex platform for Campus Recruits
To: jaspinder.makkar@gmail.com <jaspinder.makkar@gmail.com>



Dear Jaspinder Pal Singh Makkar ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

pdfelement

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills**. Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID**: jaspinder.makkar@gmail.com
- **Password: Gis4gZTw**

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Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)

VP - Talent Acquisition

Infosys Limited

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4 attachments



image001.jpg
242K

image004.png
1K

Image005.png
1K

image004.png
1K

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Gmail

aman kumar <amankumar.gne@gmail.com>

Joining and documentation formalities

2 messages

Tanya Srivastav <tanya@rtl-tech.com>
To: amankumar.gne@gmail.com

Tue, Jun 11, 2019 at 6:54 PM

Hello Aman,

Congratulations!!! You are selected in RTL Technologies Pvt Ltd.

You have to come for your Joining and documentation formalities on 17th June 2019 @6:30 P.M.

Please carry the following documents –

- Original and Photo Copies of Certificates in support of your Qualifications (**10th,12th & B.Tech Mark sheets and Certificates both** /Any other higher qualification).
- Photo copies & Originals of your past experiences**(if applicable).**
- 4 passport size photographs.
- 2 Photo copy of identification proof (**PAN Card & Aadhaar Card**).
- 2 Photo copy of address proof (**passport / voter id / driving license/ Ration Card/Bank Pass book**).
- Mother and Father Addhar No.
- Experience letter of previous organisation and bank statement of 3 months.

Thanks & Regards,

Tanya Srivastav

HR Executive

RTL Technologies Pvt Ltd.

--consulting redefined

Address - Technopolis IT Hub,

7th Floor A/12, C-56,

Sector-62, Noida,

(U.P)-201301

Phone: 0120-4311648

pdfelement

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Strictly Private and Confidential

21-Mar-2019

Jaspinder Pal Singh Makkar
1661 Phase 2 Urban Estate Dugri Road Ludhiana
9855981661

Dear Jaspinder Pal,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 7aadced8-f4ee-4c4b-918b-921cfb7ec8e3_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

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Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

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ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus-** of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

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Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Gmail isha sethi <ishasethi97@gmail.com>

TCS Offer Letter

1 message

TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com> Mon, Oct 8, 2018 at 1:33 PM
To: ishasethi97@gmail.com

Dear Isha ,

Congratulations! You have successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.
Your Offer Letter is shared in the mail as an attachment.
You are required to access and accept your offer letter online using your Next Step Campus portal login credentials.
Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: https://nextstep.tcs.com/;
2. Login to the system using the following credentials

   CT Reference ID: CT20161903496
   Password: Isha19jan#

3. To accept the offer letter, click on Offer Letter
4. Select your Preferred Joining Locations post Initial Learning Program (ILP)
5. Click on **I Accept** button to accept the offer
6. Once you accept the offer letter, you can download it

In case of any query, you can connect with us at
ILP SUPPORT
ilpsupport@tcs.com

We will be in touch with you to keep you abreast of the latest happenings at TCS

We look forward to having you in our global team.

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

TCS NextStep App is now available on Android and iPhone.

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

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Gmail

isha sethi <ishasethi97@gmail.com>

Congrats! Offer From Accenture

1 message

campus.offerletter@accenture.com <campus.offerletter@accenture.com> Thu, Apr 11, 2019 at 8:40 PM

To: ishasethi97@gmail.com

11-Apr-2019

Isha Raman Kumar
CANDIDATE ID:C7908499
UNIQUE REFERENCE NUMBER/UNIQUE ID:4139d991-ad3d-45f1-9fd8-41b73793c296_1

Dear **Isha Raman Kumar**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter:

- Click on this link https://india.jobs.accenture.com/default.aspx and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 04/11/2019 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any other queries please write to campus.queries@accenture.com.

Regards,
Campus Recruitment Team - Accenture India

Accenture Disclaimer:

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Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.
Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand

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money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to https://businessethicsline.com/accenture/

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This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at https://www.accenture.com/us-en/privacy-policy.

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www.accenture.com

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Gmail

Gakhar Aru <gakhararu48@gmail.com>

Congrats! Offer From Accenture

1 message

campus.offerletter@accenture.com <campus.offerletter@accenture.com> Thu, Mar 28, 2019 at 7:31 PM
To: gakhararu48@gmail.com

28-Mar-2019

Arshi Gakhar
CANDIDATE ID:C7874391
UNIQUE REFERENCE NUMBER/UNIQUE ID:656ecd26-ce13-4641-a041-f45608e2096b_1

Dear **Arshi Gakhar**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter
- Click on this link https://india.jobs.accenture.com/default.aspx and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 03/28/2019 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any other queries,please write to campus.queries@accenture.com.

Regards,
Campus Recruitment Team - Accenture India.

Accenture Disclaimer

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Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.
Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to https://businessethicsline.com/accenture/.

++++++++++++++++++++++++++++

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law,

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electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at https://www.accenture.com/us-en/privacy-policy.

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www.accenture.com

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Justdial
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30-01-2019

Avirit Singh
Chandigarh

Subject: **LETTER OF OFFER**

Dear Avirit,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**.You will be on probation for a period of six months from your date of joining which will be on or before **03-06-2019**.

The annual compensation calculated on Cost to Company will be **INR 273000/-.**

Details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.18000 /-p.m.	108000
2	Revised Salary - After Six Months*	Rs.21000 /-p.m.	126000
	Performance Cum Retention Bonus**	**Amount**	
3	End of 6 Months - One month Salary	18000	18000
4	End of 12 Months - One month Salary	21000	21000
	Total CTC per annum		**273000**

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***Revised Salary & Performance cum Retention Bonus (PCRB)** are paid subject to satisfactory performance report at the end of **6 months** and **12 months** after successful completion of probation in writing.

Your place of posting will be **Chandigarh**.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

You are requested to sign a copy of this letter as a token of acceptance.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Tanu Sharma

Tanu Sharma



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Strictly Private and Confidential

16-Apr-2019

Avirit Singh
TG-2 8A orchid garden , Sector 54
9560849770

Dear Avirit,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 961c2dd2-e1a6-4d0f-ba57-401edbdee9a1_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

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Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

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ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
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Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus-** of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

pdfelement

Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Infosys
Navigate your next

HRD/FINALSEMTRG/2018/12656055

December 27, 2018

Nishant Kumar,

Guru Nanak Dev Engineering College.

Dear Nishant,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1.	Program Date	:	**January 28, 2019**
2.	Duration of the program	:	**16 Weeks**
3.	Location	:	**Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by designated Infosys personnel) and back to your university upon completion of the Program. Additionally, should you be required to travel between the Infosys offices located in different cities as part of your project, Infosys shall bear the cost of such travel. Your entitlements shall be communicated to you at that time.

pdfelement

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by the Company at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with Infosys policies.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2018.12.27 15:32:01 +05:30
Reason: Internship Offer Letter
Location: Bangalore

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CatalystOne

CATALYSTONE/HR/OCAL/KA/2018-11-05 November 05, 2018

Offer-cum-Appointment Letter

November 05, 2018

Kamal Arora
Ludhiana, Punjab

Dear Kamal,

Further to your recent interview with CATALYSTONE Info Solutions Pvt Ltd, we are pleased to appoint you as Intern - Software Developer in our company w.e.f. January 07, 2019 on following Terms and Conditions: -

1. This appointment is effective from January 07, 2019 the date of your joining our Organization.
2. Monthly remuneration (CTC) would be INR 12500/-.
3. Your normal hours of work will be 9 hours. However, you may be required to work such additional hours as the needs of the employer requires.
4. You will be entitled to 6 days leaves (one leave per month) during your internship program.
5. Your employment will initially be for a six months period, you will be based at CatalystOne Info Solutions Pvt. Ltd, Mohali. During this time, the employer will assess your performance and conduct, and it reserves the right at any time during this period to terminate your employment with one week's notice or payment in lieu thereof, subject to compliance only with the statutory dismissal and disciplinary procedure. During this period, you are also required to give one week's notice if you wish to terminate your employment for whatever reason. The employer also reserves the right to extend your probationary period should it deem this necessary.
6. After successful completion of your internship, we will offer you regular employmentship of the Company. You will be entitled to statutory and service benefits and be governed by discipline and other rules existing or may come into existence from time to time, as and when applicable as per rules of the Company and such other benefits as applicable to employees in force .

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Catalyst One

On leaving the services you will immediately hand over all correspondence, specifications, formulae, books, documents, cost data, market data, literature, and office equipment before you are relieved and shall also not make or retain any copies of these items.

If, the above terms and conditions are acceptable to you, please sign and return the duplicate copy of this letter as a token of your acceptance and report on duty on January 07, 2019.

We hope to have a long lasting professional relationship with you.

Best regards,
For CatalystOne Info Solutions Pvt. Ltd

Surbhi Goyal
(Director)

I accept all the above-mentioned Terms & conditions.

pdfelement

Kamal Arora
(Kamal Arora)

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Strictly Private and Confidential

02-May-2019

nishant kumar
S/o-Rajiv Ranjan,VPO-hulasi tola,TEH-maner,DIST-patna
8054623464

Dear nishant,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter' program'). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Remove Watermark Now

ChicMic
2nd floor, Landmark Plaza (F-3 Tower),
QuarkCity SEZ, A-40A,
Industrial Area, Phase VIII Extension,
Mohali, Punjab - 160059

Offer Letter

10 December 2018

Dear **Kamal Arora**,

This has reference to the Campus Recruitment drive conducted by us and the selection process thereon. We are impressed with your credentials and are pleased to extend you this Offer Letter as **Associate Software Engineer** at **ChicMic** (the "Company") in our Mohali office.

Your total annual compensation inclusive of all benefits (statutory or otherwise) will be **Rs. 3,60,000.00 (Rupees Three Lakhs Sixty Thousands only)** per annum as Fixed Salary. All components of your compensation are subject to deduction of tax at source in accordance with the prevailing laws.

1. Please note that this Offer Letter is subject to, fulfillment of the following conditions by you:

   a. Completion of degree and submission of degree marks sheet and/or certificate and other documents, as may be required by the Company.

   b. Completion of 6 months industrial training as part of the course curriculum at our office in Mohali.

   c. Selection for job based on performance in training which will be conveyed at the time of completion of the training

2. This Offer Letter is purely based on the information/ documents provided by you. In case of any discrepancy / information found untrue or the results of the background checks are found not to be favorable to the company, the Company has the right to withdraw the offer / terminate the services during your employment without notice without any liability whatsoever.

3. You will be joining as a **trainee** during the 1st 6 months of industrial training as part of your course curriculum. The stipend during the training period is **Rs. 5000/- per month**. The Company may in its sole discretion extend your training period based on your performance, conduct and/or other factors as the company may deem fit. You shall continue to be on training, till your services are confirmed and notified by the Company in writing.

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ChicMic
2nd floor, Landmark Plaza (F-3 Tower),
QuarkCity SEZ, A-40A,
Industrial Area, Phase VIII Extension,
Mohali, Punjab - 160059

4. You will abide by the Official Working hours of the Company. You shall treat this Offer Letter as confidential and the terms of this offer are not to be disclosed. You agree to abide by all the Company rules, regulations, instructions, policies, practices and procedures that the Company may amend from time to time and to indemnify the Company for any loss suffered as a consequence of a breach by you of the Company's rules, regulations, instructions, policies, practices and procedures.

5. Your annual compensation shall be due for revision as per the Company policy. Your compensation and benefits may be amended at the sole discretion of the company.

6. Please confirm your acceptance of the terms and conditions in this Offer Letter, latest by **20/12/2018** via a reply email to **hr@chicmic.in**. In case, we do not receive your acceptance by email by the date mentioned above, this offer shall stand withdrawn automatically.

7. In the event you confirm your acceptance as aforementioned, you understand and agree that you have read and understood the terms of this Offer Letter and made the confirmation with your full conscience, free will and consent.

8. Your employment with the Company can be terminated by **thirty (30)** days' notice in writing from either side, or **thirty (30)** days' pay in lieu of notice, as may be determined by the Company. However, in case of misconduct or non-compliance of any company policies on your part, the Company may terminate your services without any notice period.

pdfelement

9. On the day of your joining, please bring the following documents in ORIGINAL (for verification only), along with two (2) photocopies of each of these documents.

   a. Certificates supporting your educational qualifications along with mark sheets (ORIGINALS – for verification only)

      i. For 10th, 12th, Diploma, Degree and / or Master's degree
      ii. Any other certificates with supporting documents (if any)

   b. PAN card, Passport and Driving License (if available)

   c. Proof of Date of Birth (Birth certificate or Passport or PAN card)

   d. Six (6) copies of recent passport sized photographs

   e. Company Offer Letter

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ChicMic
2nd floor, Landmark Plaza (F-3 Tower),
QuarkCity SEZ, A-40A,
Industrial Area, Phase VIII Extension,
Mohali, Punjab - 160059

We welcome you to **ChicMic** and look forward to a long and mutually beneficial association.
For any queries, please contact at hr@chicmic.in

Very truly yours,

ChicMic

Manish Gulati

By Manish Gulati

Co-Founder & CEO

Accepted and agreed,

Kamal Arora

Kamal Arora

Signature

Date: 20th Dec, 2018

pdfelement

Remove Watermark Now

Offer: Computer Consultancy
Ref: TCSL/CT20161903307/Delhi
Date: 08/10/2018

Mr. Karamveer Singh
House No. 44/100 Block-JB.R.S Nagar,
Public Laboratory,
Ludhiana-141012,
Punjab.
Tel# 91-9815020203

Dear Karamveer Singh,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Cyber Security Practise (CSP)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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CatalystOne

CATALYSTONE/HR/OCAL/KA/2018-11-05 November 05, 2018

Offer-cum-Appointment Letter

November 05, 2018

Kamal Arora
Ludhiana, Punjab

Dear Kamal,

Further to your recent interview with CATALYSTONE Info Solutions Pvt Ltd, we are pleased to appoint you as Intern - Software Developer in our company w.e.f. January 07, 2019 on following Terms and Conditions: -

1. This appointment is effective from January 07, 2019 the date of your joining our Organization.
2. Monthly remuneration (CTC) would be INR 12500/-.
3. Your normal hours of work will be 9 hours. However, you may be required to work such additional hours as the needs of the employer requires.
4. You will be entitled to 6 days leaves (one leave per month) during your internship program.
5. Your employment will initially be for a six months period, you will be based at CatalystOne Info Solutions Pvt. Ltd, Mohali. During this time, the employer will assess your performance and conduct, and it reserves the right at any time during this period to terminate your employment with one week's notice or payment in lieu thereof, subject to compliance only with the statutory dismissal and disciplinary procedure. During this period, you are also required to give one week's notice if you wish to terminate your employment for whatever reason. The employer also reserves the right to extend your probationary period should it deem this necessary.
6. After successful completion of your internship, we will offer you regular employmentship of the Company. You will be entitled to statutory and service benefits and be governed by discipline and other rules existing or may come into existence from time to time, as and when applicable as per rules of the Company and such other benefits as applicable to employees in force .

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Catalyst One

On leaving the services you will immediately hand over all correspondence, specifications, formulae, books, documents, cost data, market data, literature, and office equipment before you are relieved and shall also not make or retain any copies of these items.

If, the above terms and conditions are acceptable to you, please sign and return the duplicate copy of this letter as a token of your acceptance and report on duty on January 07, 2019.

We hope to have a long lasting professional relationship with you.

Best regards,
For CatalystOne Info Solutions Pvt. Ltd

Subhi Goyal
(Director)

I accept all the above-mentioned Terms & conditions.

Kamal Arora
(Kamal Arora)

pdfelement

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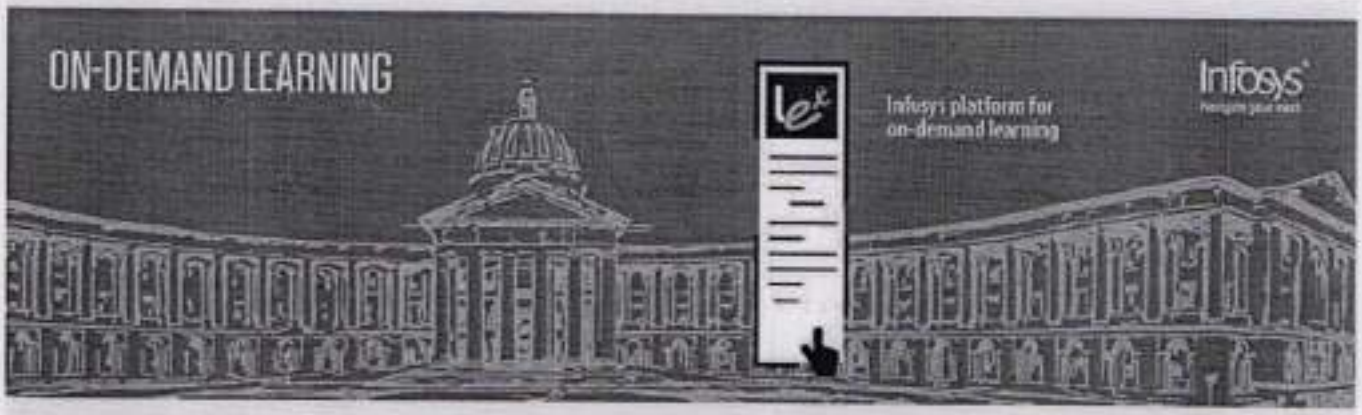
M

Infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Vardha@infosys.com>
To: jain.bhavika32@gmail.com <jain.bhavika32@gmail.com>

Fri, Oct 26, 2018 at 9:37 AM



Dear Bhavika Jain ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex**, you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** jain.bhavika32@gmail.com
- **Password: EtxALBKm**

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Offer: Computer Consultancy
Ref: TCSL/CT20161903673/Delhi
Date: 08/10/2018

Ms. Bhavika Jain
#3835Backside Vishal Mega Mart,
Sector 32-A , Chandigarh Road,
Ludhiana-141003,
India.
Tel# 161-4608771

Dear Bhavika Jain,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Strictly Private and Confidential

28-Mar-2019

Bhavika Jain
#7179 , St no 18 , New Shakti Nagar , Ludhiana
9855343329

Dear Bhavika,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 854b1d92-bd3e-4a74-a21c-da64081b4b97_1
Signed By: Mohan Sekhar

Remove Watermark Now

2nd floor, Landmark Plaza (F-3 Tower),
QuarkCity SEZ, A-40A,
Industrial Area, Phase VIII Extension,
Mohali, Punjab - 160059

Offer Letter

10 December 2018

Dear **Karamveer Singh**,

This has reference to the Campus Recruitment drive conducted by us and the selection process thereon. We are impressed with your credentials and are pleased to extend you this Offer Letter as **Associate Software Engineer** at **ChicMic** (the "Company") in our Mohali office.

Your total annual compensation inclusive of all benefits (statutory or otherwise) will be **Rs. 3,60,000.00 (Rupees Three Lakhs Sixty Thousands only)** per annum as Fixed Salary. All components of your compensation are subject to deduction of tax at source in accordance with the prevailing laws.

1. Please note that this Offer Letter is subject to, fulfillment of the following conditions by you:

   a. Completion of degree and submission of degree marks sheet and/or certificate and other documents, as may be required by the Company.

   b. Completion of 6 months industrial training as part of the course curriculum at our office in Mohali.

   c. Selection for job based on performance in training which will be conveyed at the time of completion of the training

2. This Offer Letter is purely based on the information/ documents provided by you. In case of any discrepancy / information found untrue or the results of the background checks are found not to be favorable to the company, the Company has the right to withdraw the offer / terminate the services during your employment without notice without any liability whatsoever.

3. You will be joining as a **trainee** during the 1st 6 months of industrial training as part of your course curriculum. The stipend during the training period is **Rs. 5000/- per month**. The Company may in its sole discretion extend your training period based on your performance, conduct and/or other factors as the company may deem fit. You shall continue to be on training, till your services are confirmed and notified by the Company in writing.

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1 of 4

Limited Inbox ×

ments <offer_documents@infosys.com>

11:35 AM (50 minutes ago)

om Infosys Ltd !

you to send us scanned copies of below your mark sheets to offer_documents@infosys.com on or before **July 06, 2019**

1. X mark sheet
2. Under graduate semester wise mark sheet

t be able to take your candidature forward and extend an offer. If we don't receive these documents before the above mentioned date

13101446 is your candidate ID and quote this in all your future correspondence

these scanned copies to be in pdf / gif / Tiff formats only
ould mention your Infosys provided candidate ID in the subject line for all your correspondence
sure that the total size does not exceed 8 MB including attachments. If not send two or more in another email

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Gmail

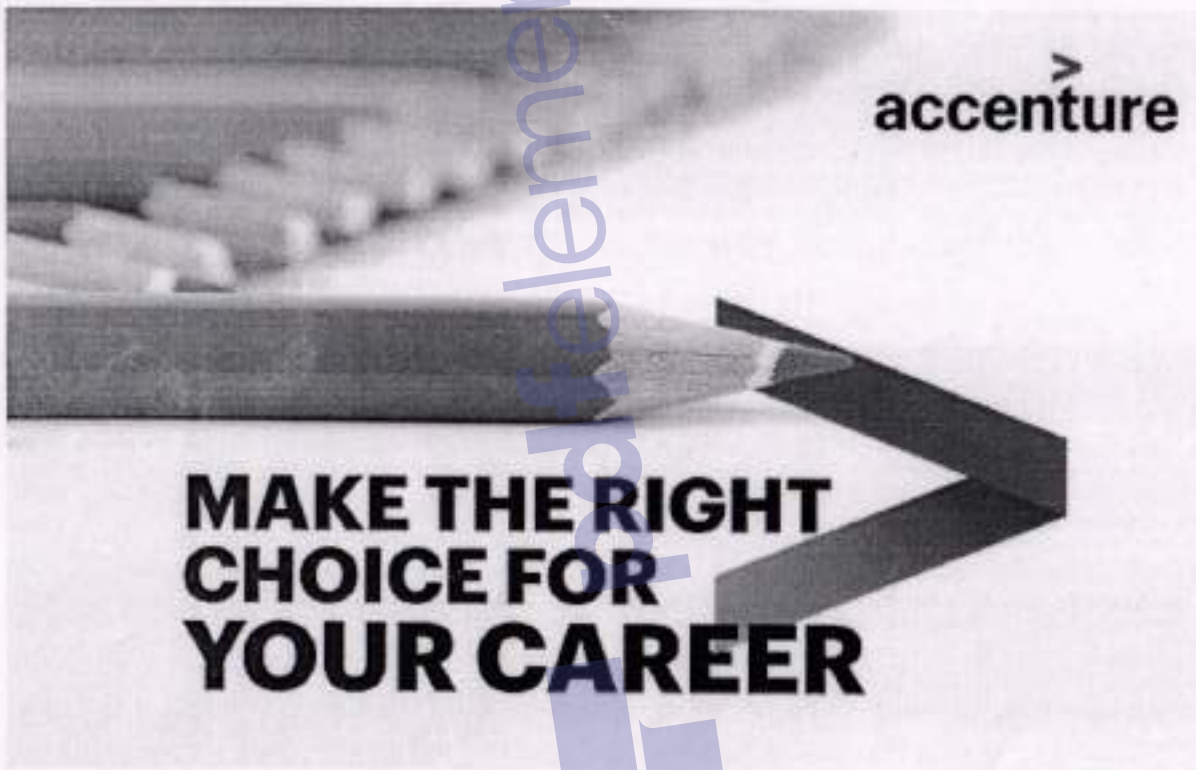
Rohit Dogra <rohitdogra438@gmail.com>

Accenture profile creation and document upload

1 message

donotreply.indiacampus <donotreply@indiacampus.accenture.com>
To: rohitdogra438@gmail.com

Wed, Dec 12, 2018 at 11:33 AM



ACCENTURE PROFILE CREATION AND DOCUMENT UPLOAD

Dear Rohit Dogra,

Thank you for your interest in pursuing a career with Accenture.

Telegram

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As the next steps in your recruitment journey with Accenture, please create your profile and upload your documents within the next three days by clicking on the link given below and logging in.

URL: https://indiacampus.accenture.com/candidate

Username : rohitdogra438@gmail.com

Password: 1XSZPiie

For any queries or assistance, raise it through helpdesk link.

Please note, that unless a formal employment offer is provided to you specifically determining the terms of employment with Accenture, nothing contained in this email or any identified processes for the purpose of your participation shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in process documents or links.

Please be further informed that existence of an offer or offering any employment to a candidate shall be subject to business needs within Accenture or client requirements; mere clearance of any processes related to campus hiring does not by itself create an offer of employment for the candidate.

Note: Use Firefox or Chrome for the best experience.

Regards,

Campus Recruitment team

Accenture in India

Document Delivered

Stay Connected



> LEARN MORE ABOUT ACCENTURE CAREERS

> VISIT OUR BLOG

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Congrats! Offer From Accenture

1 message

campus.offerletter@accenture.com <campus.offerletter@accenture.com> Thu, Mar 21, 2019 at 8:02 PM
To: mandeepkaur151997@gmail.com

21-Mar-2019

Mandeep Kaur
CANDIDATE ID:C7860283
UNIQUE REFERENCE NUMBER/UNIQUE ID:85acaae8-b005-4f17-8708-e61e06a4891f_1

Dear **Mandeep Kaur**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter
- Click on this link https://india.jobs.accenture.com/default.aspx and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 03/21/2019 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any other queries,please write to campus.queries@accenture.com.

Regards,
Campus Recruitment Team - Accenture India.

Accenture Disclaimer

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Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.
Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to https://businessethicsline.com/accenture/.

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This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at https://www.accenture.com/us-en/privacy-policy.

pdfelement

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Infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Vardha@infosys.com> Fri, Oct 26, 2018 at 9:39 AM
To: "mandeepkaur151997@gmail.com" <mandeepkaur151997@gmail.com>, "nainathaman1@gmail.com" <nainathaman1@gmail.com>



Dear Mandeep Kaur ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** mandeepkaur151997@gmail.com
- **Password: nWp4Ba18**

Keep learning! Keep winning!

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TCS Joining Letter

1 message

TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com> Sat, Jun 1, 2019 at 3:34 AM
To: nainathaman1@gmail.com

Dear Naina Thaman
Ref: TCSL Offer of Employment
Welcome to TCS-Asia's largest IT services, business solutions and outsourcing organisation.
To equip you with an enriching career in the IT industry, we have planned your Initial Learning Program (ILP) from 10TH JUNE 2019 at Bangalore.
Address of ILP Centre:
TATA CONSULTANCY SERVICES
Gate 1 No 42
Think campus Electronic City phase II,Karnataka
Bangalore 560100,Karnataka
Contact Person: Mr. Paul Joseph Fernandez
Tel No.: +9108067242000
You can download your joining letter, annexure and other relevant documents from NextStep - TCS Campus Portal (Log on https://nextstep.tcs.com). Please use your CT Ref ID and password to access this site.
You can access the following link to complete the joining formalities.
https://nextstep.tcs.com >> ILP CORNER

In addition to the above details, you also need to complete the below activities before your joining date:-

1. Initiate BGC
2. Fill in Background Check form (BGC) form
3. Upload and confirm necessary BGC documents
4. Fill in the Nomination Forms

You can access the following link to initiate and complete the BGC formalities.
https://nextstep.tcs.com >> ILP CORNER>>Joining Letter

We look forward to having you on-board Team TCS !
In case of any queries or clarifications you can contact us at xplore.support@tcs.com or 1800-209-3111 (toll free).

Warm Regards,
TCS Xperience
Talent Development

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

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Congrats! Offer From Accenture

3 messages

campus.offerletter@accenture.com <campus.offerletter@accenture.com> Thu, Apr 11, 2019 at 8:35 PM
To: nainathaman1@gmail.com

11-Apr-2019

Naina Thaman
CANDIDATE ID:C7906498
UNIQUE REFERENCE NUMBER/UNIQUE ID:ddd4b2d7-e33a-4a7e-8014-d0782fe7777e_1

Dear **Naina Thaman**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter

- Click on this link https://india.jobs.accenture.com/default.aspx and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 04/11/2019 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any other queries,please write to campus.queries@accenture.com.

Regards,
Campus Recruitment Team - Accenture India.

Accenture Disclaimer

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Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.
Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to https://businessethicsline.com/accenture/.

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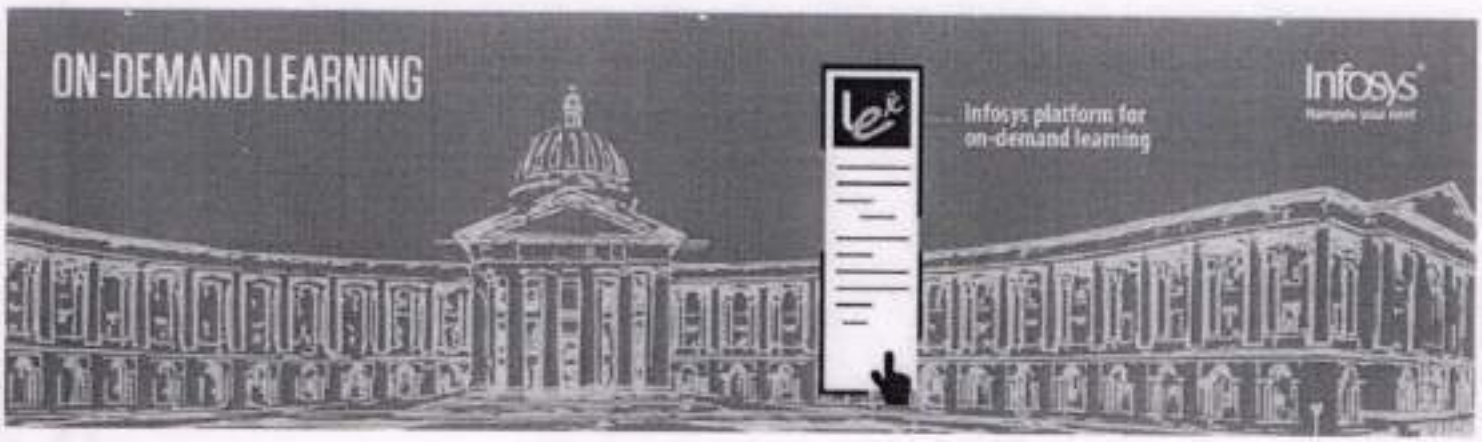
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Infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Vardha@infosys.com>
To: "nainathaman1@gmail.com" <nainathaman1@gmail.com>, "sudhirthaman@gmail.com" <sudhirthaman@gmail.com>

Thu, Oct 25, 2018 at 12:17 PM



Dear Naina Thaman,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

pafelement

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** nainathaman1@gmail.com
- **Password: yjdSAr2y**

Keep learning! Keep winning!

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Strictly Private and Confidential

16-Apr-2019

Jaspreet Kaur
VPO Ghawaddi, Distt. Ludhiana
7087937378

Dear Jaspreet,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 7f54cce7-7f03-40af-a790-2ead180b710e_1
Signed By: Mohan Sekhar

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

pdfelement

Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

 Candidate's Signature Jaspreet Kaur

Remove Watermark Now



Strictly Private and Confidential

26-Apr-2019

Shashank Singh
S/O Phool Singh , Dewmai , Fatehpur , Uttar Pradesh.P.O. Rewari Bujurg
8054631260

Dear Shashank,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 17e4dc40-c331-4133-9ebb-722f8c86b578_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

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Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

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To,

Rishabh Bhardwaj

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Rishabh Bhardwaj,

This confirms you having cleared the initial interview process. Your journey for getting an offer of employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through, before a release of offer of employment by Accenture.

- **Document verification and checks** - Currently we are verifying the documents submitted by you during the Accenture recruitment process and we shall inform you on the next steps soon. The offer release is contingent upon successful verification of your documents as submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
    - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
- Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
- Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
- On successful clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate training will be provided to new joiners to help them appear in the reassessment

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The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

Should you want to stay connected with Accenture, we have designed the Accenture Campus Circle, a mobile app exclusively for you. The easy-to-use app will give you the inside scoop of our work, culture and everything you need to know about Accenture. With this app, you can access the latest at Accenture anytime, anywhere. Please note, that unless a formal employment offer is provided to you specifically determining the terms of employment with Accenture, nothing contained in this communication or any identified processes for the purpose of your participation shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in any emails, process documents or links.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be Rs.3,14,225; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the annual target variable pay-out is estimated as Rs.26,709. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of Rs.25,000; payable upon joining the organization and an Additional Bonus of Rs.25,000; payable in the subsequent compensation revision cycle. Joining Bonus & Additional Bonus will be paid in accordance with the company policy and as detailed in the Offer Letter.
- Gross annual total compensation for Financial Year will be Rs.3,75,000.

Please note, the above is informative and not exhaustive, specific details will be in the offer letter.

Yours sincerely,

Mohan Sekhar

Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers in India

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Fwd: Reliance Jio: GET: Action Required for Profile Completion

1 message

Taranpreet Singh <singh20taran@gmail.com>
To: Manveen Kaur <manveenkaur1997@gmail.com>

Thu, Jun 20, 2019 at 4:15 PM

---------- Forwarded message ---------
From: <Ashwini.Aglawe@ril.com>
Date: Jun 20, 2019 3:27 PM
Subject: Reliance Jio: GET: Action Required for Profile Completion
To: <singh20taran@gmail.com>
Cc:

Dear Taranpreet,

This mail is with regards to your selection as Graduate Engineer Trainee with Reliance Jio. Before I can release your formal offer letter, there are mandatory things that needs to be checked at your end.

While appearing for the test, you must have registered your profile in https://careers.jio.com. With reference to the same profile, make sure that below criteria is met:

1. Candidate Name should be specified as per PAN/Aadhar Card
2. DOB should be correct as per PAN/Aadhar Card
3. Gender should be correct
4. Resume is uploaded
5. Relevant references are filled which includes Name, Contact No. and Email ID (Example: College professors/mentors/project guides)
6. All education details are filled correctly
7. The compensation and experience is mentioned as zero (Internship, trainings etc. not to be included in Experience Section).

Documents Required:

1. Personal Information Sheet: I am enclosing an editable pdf form that captures your personal data. You are required to send the filled pdf form.
2. Marks sheets: Marks sheets of X, XII, Graduation and Post-Graduation.
3. Aadhar Card

Also, please note that we consider only full time graduation / post-graduation courses (B Tech, M Tech, MBA and MCA only) for regular employment with RJIL.

Your appointment is subject to:

1) Medical Fitness: Your being declared medically fit by a Medical Officer or by a Doctor specified by the Company and remaining medically fit.

2) Verification of Particulars: In case particulars mentioned in your application and the representations and warranties provided by you are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

pdfelement

Thanks & Regards,

Ashwini Aglwe

Human Resources

Reliance Corporate Park, Bldg. No. TC 22

5th Floor, B Wing, WS 211, Ghansoli,

Navi Mumbai - 400 701.

Mobile : +91- 8928523007
Landline : +91 22 79640306

Email ID : ashwini.aglawe@ril.com

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Virus Warning: Although the company has taken reasonable precautions to ensure no viruses are present in this email. The company cannot accept responsibility for any loss or damage arising from the use of this email or attachment."

2 attachments

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Rightresource Technologies India (P) Ltd.

CIN No. U72900PB2017PTC046185

Rightresource Technologies

Letter of Intent

Dear Avirit,

Thank you for interviewing with us. We are pleased to extend you the Letter of Intent with our company **RightResource Technologies India Pvt Ltd (ITConnectUS Inc.)**.

Your gross CTC will be Rs 2.40 L P/A Gross (Rupees Two Lakh and Forty Thousand Gross) as **Executive Recruiter** for **IT Staffing, and your final appointment with the company will be based on the following parameters.**

- Each Individual needs to clear an evaluation test post 4 weeks of training.
- Training period will be paid only upon clearance of evaluation Test.
- If candidate fails to clear evaluation in first go, additional 2 weeks of training will be provided followed with Evaluation Test as the final Chance.
- 100% Attendance is must during trainings.

You are required to report on July-01-2019at **6:30 PM** in our office- Plot no. C-204, Second Floor, Industrial Area, Near World Tech Tower, Sector 74, Sahibzada Ajit Singh Nagar, Punjab 140308.
Detailed appointment letter with complete cost to the company break up will be provided once you complete the 90 Days of probation period with us.
You are required to submit the following documents at the time of joining

- Two passport size photographs
- Photocopy of all Education Certificates
- Photocopy of Address Proof
- Identity Proof (PAN Card/AADHAR Card/ Passport).

Your regular Office Timing is Monday to Friday from 7:00 PM to 4:00 AM

We are very excited to have you as a part of our family and look forward to getting you the successful career ahead.

Authorized Signatory

Vivek 26/06/19

Vivek Tiwari

Senior Manager- TAG

RightResource Technologies India Pvt. Ltd (ITConnectUS Inc)

pdfelement

Office No. C-204, 2nd Floor, Industrial Area, Phase 88, Mohali, Punjab 160055, India Contact : + 91-6283040248

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The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex**, you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** nikita.sarna20@gmail.com
- **Password: LuOc3ekS**

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)

Placement

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Gmail

Nikita Sarna <nikita.sarna20@gmail.com>

Infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Vardha@infosys.com>
To: "nikita.sarna20@gmail.com" <nikita.sarna20@gmail.com>

Thu, Oct 25, 2018 at 12:19 PM



placement

Dear Nikita Sarna,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

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Gmail

Nikita Sarna <nikita.sarna20@gmail.com>

Offer Acceptance : Thanks for your response

1 message

India.Recruiting@accenture.com <India.Recruiting@accenture.com>
To: nikita.sarna20@gmail.com
Cc: notavailable@accenture.com

Thu, Mar 7, 2019 at 8:49 PM

07-Mar-2019

Nikita Sarna
Candidate Id: C7820532
Unique Reference Number/Unique Id: c0393033-9434-4e3f-990d-e13fe6153b5f_1

Dear **Nikita Sarna,**

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

Please write to us at campus.queries@accenture.com for any queries.

Regards,
Campus Recruitment Team
Accenture in India.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.

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www.accenture.com

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Your Infosys Login! Inbox x

TALENTACQUISITION@infosys.com
to me

pdfelement

Dear Krishma,

Thank you for your interest in Infosys! Please find below your login details:

User Name	krishma551@gmail.com
Password	R8CYKY0#

Web site for India:

Remove Watermark Now

Dear Krishma,

Thank you for your interest in Infosys! Please find below your login details

User Name	krishma551@gmail.com
Password	R8CYkY0#

Web site for India:
https://careers.infosys.com/CareerSite/Aspx/Profile/Landing.aspx?CountryCode=IN&type=Login

Web site for China:
https://careers.infosys.com/CareerSite/Aspx/Profile/Landing.aspx?CountryCode=CH&type=Login

Web site for iBPM:
https://careers.infosys.com/CareerSite/Aspx/Profile/Landing.aspx?CountryCode=IB&type=Login

Regards,
Talent Acquisition
Infosys Limited

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Infosys

Dear Krishma,

Thank you for your interest in Infosys! Please find below your login details:

User Name	krishma551@gmail.com
Password	R8CYkY0#

Web site for India:
https://careers.infosys.com/CareerSite/Aspx/Profile/Landing.aspx?CountryCode=IN&type=Login

Web site for China:
https://careers.infosys.com/CareerSite/Aspx/Profile/Landing.aspx?CountryCode=CH&type=Login

Web site for iBPM:
https://careers.infosys.com/CareerSite/Aspx/Profile/Landing.aspx?CountryCode=IB&type=Login

Regards,
Talent Acquisition
Infosys Limited

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Strictly Private and Confidential

28-Mar-2019

Mamta Mehta
GURMAIL NAGAR , STREET NUMBER 2 , LOHARA, LUDHIANA
9803512136

Dear Mamta,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

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Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: bf0dfe71-c3b7-4547-8a29-4c043c711f04_1
Signed By: Mohan Sekhar

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Strictly Private and Confidential

28-Mar-2019

Gursimran Kaur
V.P.O. Bhikhowal Distt: hoshiarpur, Punjab
8437926167

Dear Gursimran,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 280ef3c1-3424-4d82-8bbe-a98df4fb802c_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

pdfelement

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[Insert full legal name]

Recieved
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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Date: 18-10-2018

Sub: Offer letter

Dear **Ravi Mittal**,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Software Development Trainee'**.

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m.**

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

pdfelement

Mechlin Software Technology Pvt. Ltd.

Confidential

World Tech Tower, C-203, 8th Floor, Sector 74, Sahibzada Ajit Singh Nagar, Mohali - 140308 Tel: 0172 4038205 Email: hr@mechlintech.com

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You are requested to Submit the following to HR department along with the acceptance of Terms and Condition of Employment with Mechlin Technologies:

a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

pdfelement

Sincerely,

Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: _____

Name : _____

Date: _____

RE: [External] Re: GNDEC Final Selects

From: Narula, Sandeep <sandeep.narula@accenture.com> Date: Sat 10:26

Attached list of 111 students.

VSP2019_GNDEC_SEP_15_...

Regards
Sandeep

-----Original Message-----
From: tpo@gndec.ac.in <tpo@gndec.ac.in>
Sent: 06 October 2018 22:52
To: Narula, Sandeep <sandeep.narula@accenture.com>
Subject: [External] Re: GNDEC Final Selects
Importance: High

Dear Sir,

Greetings from Guru Nanak Dev Engineering College !

First of all. we thank you to provide an opportunity to 9 more students of our college to be a part of your prestigious organization. We feel that the students would stand up to your expectations and be an asset for your organization.

The list attached in the previous mail had only *102* students. We request you to kindly provide us with the updated list so that we can inform the students at the earliest.

Looking forward to a long lasting association with your prestigious organization.

--
Thanks & Regards,
Gagandeep Singh Sodhi,
Training & Placement Officer,
GNDEC Ludhiana,
((+91)9872219178)

On 2018-10-06 21:47, Narula, Sandeep wrote:

> Dear Sir,
>
> You will be glad to know that we have shortlisted 9 MORE STUDENTS FROM
> YOUR COLLEGE AS ACCENTURE FINAL SELECTS.
>
> TOTAL FINAL SELECTS FROM YOUR COLLEGE HAS INCREASED TO 111.
>
> Attached is the final Accenture select list (in total 111) for your
> reference. Please do inform the students accordingly.
>
> Thanks
>
> Sandeep
>
> FROM: Narula, Sandeep
> SENT: 15 September 2018 20:18
> TO: 'tpo@gndec.ac.in' <tpo@gndec.ac.in>
> SUBJECT: GNDEC Final Selects
> IMPORTANCE: High
>
> Dear Sir,
>
> Please find attached list of Accenture selects from your college.
>
> Regards

pdfelement

Remove Watermark Now

Subject **RE: [External] Re: GNDEC Final Selects**
From Narula, Sandeep <sandeep.narula@accenture.com>
To tpo@gndec.ac.in <tpo@gndec.ac.in>
Date 2018-10-06 10:26

- VSP2019_GNDEC_SEP_15__FinalSelects.xlsx (~16 KB)

Attached list of 111 students.

Regards
Sandeep

-----Original Message-----
From: tpo@gndec.ac.in <tpo@gndec.ac.in>
Sent: 06 October 2018 22:52
To: Narula, Sandeep <sandeep.narula@accenture.com>
Subject: [External] Re: GNDEC Final Selects
Importance: High

Dear Sir,

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First of all, we thank you to provide an opportunity to 9 more students of our college to be a part of your prestigious organization. We feel that the students would stand up to your expectations and be an asset for your organization.

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Gagandeep Singh Sodhi,
Training & Placement Officer,
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> Sandeep
>
> FROM: Narula, Sandeep
> SENT: 15 September 2018 20:18
> TO: 'tpo@gndec.ac.in' <tpo@gndec.ac.in>
> SUBJECT: GNDEC Final Selects
> IMPORTANCE: High
>
> Dear Sir,
>
> Please find attached list of Accenture selects from your college.

pdfelement

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Revised Placement List of 2019 passout students by ACCENTURE

S. No.	Full Name	Mobile	USN	Degree (Final Degree)	Branch (Final Degree)
1	Bashu Sagar	7903076782	1507810	B.Tech.	(IT)
2	Jaspreet Singh	9888510226	1507930	B.Tech.	(IT)
3	Sahil Preet Singh	9464103554	1507966	B.Tech.	(IT)
4	Dhruv Anand	9888635673	1507910	B.Tech.	(IT)
5	Kanishka Sharma	7837743953	1507933	B.Tech.	(IT)
6	Sanjampreet Singh	9815333040	1507967	B.Tech.	(IT)
7	Mandeep Singh Kohli	8284047519	1607181	B.Tech.	(IT)
8	Abhinav Anand	9661112727	1507888	B.Tech.	(IT)
9	Gurpreet Kaur	8872665335	1507915	B.Tech.	(IT)
10	Shubham Sinha	8603821774	1507969	B.Tech.	(IT)
11	Alok Kumar	8196844581	1507892	B.Tech.	(IT)
12	Harpreet Kaur Sandhu	9988712117	1507919	B.Tech.	(IT)
13	Simranjeet Singh	8054926441	1507971	B.Tech.	(IT)
14	Mandeep Kaur	9803265349	1507941	B.Tech.	(IT)
15	Ambika Singh Rikhraj	8427608699	1507894	B.Tech.	(IT)
16	Sukhdeep Singh	8968378984	1507972	B.Tech.	(IT)
17	Harsimran Kaur Makkar	9779799839	1507921	B.Tech.	(IT)
18	Amit Kumar Singh	9888703055	1507895	B.Tech.	(IT)
19	Tavleen Kaur	9779098574	1507975	B.Tech.	(IT)
20	Vikas Tripathi	7973945931	1507976	B.Tech.	(IT)
21	Neha Mishra	9781773412	1507947	B.Tech.	(IT)
22	Ankush Sood	8567043393	1507898	B.Tech.	(IT)
23	Neha Thakur	8146894608	1507948	B.Tech.	(IT)
24	Arshdeep Singh Walia	9876491400	1507904	B.Tech.	(IT)
25	Ravneet Kaur	8557851595	1507959	B.Tech.	(IT)
26	Jaskirat Singh	7087064919	1507928	B.Tech.	(IT)
27	Harmanjot Kaur	9592612788	1607176	B.Tech.	(IT)
28	Aashna Nagpal	9417937199	1507789	B.Tech.	(ECE)
29	Hemant Kumar Tiwari	8054426990	1507826	B.Tech.	(ECE)
30	Shubham goyal	9855035556	1607071	B.Tech.	(ECE)
31	Basleen Kaur	9876441328	1507558	B.Tech.	(CSE)
32	Shivam Goyal	9286400009	1507511	B.Tech.	(CSE)
33	Sudhanshu Nath Mishra	9803607057	1507876	B.Tech.	(ECE)
34	Bhavika Jain	9855343329	1507559	B.Tech.	(CSE)
35	Aaishwarya Bansal	9781103689	1507538	B.Tech.	(CSE)
36	Chaitanya Sharma	8146327414	1507812	B.Tech.	(ECE)
37	Bipinjot Kaur Hara	9877044616	1507561	B.Tech.	(CSE)
38	Charanpreet Singh	7508937570	1507813	B.Tech.	(ECE)
39	Deep Kaur	8568067881	1507564	B.Tech.	(CSE)
40	Vikas Singh	8284927162	1507883	B.Tech.	(ECE)
41	Ankita Sharma	7838968289	1507549	B.Tech.	(CSE)
42	Gaurav Tyagi	7589359490	1507821	B.Tech.	(ECE)
43	Dishant Mahajan	9023074222	1507567	B.Tech.	(CSE)

Placement

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44	Ghanshyam Vajpayee	8872287423	1507822	B.Tech.	(ECE)
45	Garvit Abbat	8284010455	1507570	B.Tech.	(CSE)
46	Gurjung Singh	9779917710	1607046	B.Tech.	(ECE)
47	Arshi Gakhar	8195800153	1507552	B.Tech.	(CSE)
48	Avirit Singh	9560849770	1507555	B.Tech.	(CSE)
49	Harsimranjot Chaine	8289026654	1507825	B.Tech.	(ECE)
50	Gurangad Singh Vohra	9988391399	1507574	B.Tech.	(CSE)
51	Jasmeen Kaur	9463737288	1507595	B.Tech.	(CSE)
52	Prajwal Pant	9915967584	1507643	B.Tech.	(CSE)
53	Jasmine Kaur	9501259985	1507597	B.Tech.	(CSE)
54	Rajat Kumar Singh	8727905032	1507648	B.Tech.	(CSE)
55	Kumari Shivani	8198002155	1507611	B.Tech.	(CSE)
56	Jaspinder Pal Singh Makkar	9855981661	1507598	B.Tech.	(CSE)
57	Gursimran Kaur	8437926167	1507578	B.Tech.	(CSE)
58	Nikhil Chauhan	9815215752	1507629	B.Tech.	(CSE)
59	Jaspreet Singh	9779302467	1507599	B.Tech.	(CSE)
60	Lovepreet Thind	9855941774	1507613	B.Tech.	(CSE)
61	Hargun Kaur Gill	8968750998	1507579	B.Tech.	(CSE)
62	Nikita Sarna	9878701516	1507631	B.Tech.	(CSE)
63	Mamta Mehta	9803512136	1507615	B.Tech.	(CSE)
64	Ridhima Sood	8146507206	1507654	B.Tech.	(CSE)
65	Mandeep Kaur	7508443897	1507616	B.Tech.	(CSE)
66	Kajal Trehan	9878646944	1507602	B.Tech.	(CSE)
67	Rishabh Bhardwaj	7589331763	1507655	B.Tech.	(CSE)
68	Nitya Garg	9464016791	1507634	B.Tech.	(CSE)
69	Mandeep Singh Sachdeva	8284028282	1507617	B.Tech.	(CSE)
70	Karanvir Singh Panesar	7087939206	1507605	B.Tech.	(CSE)
71	Parul Puri	8195996645	1507636	B.Tech.	(CSE)
72	Khushali Kapoor	8283910958	1507606	B.Tech.	(CSE)
73	Manveen Kaur	9872909676	1507620	B.Tech.	(CSE)
74	Piyush Arora	9815945194	1507638	B.Tech.	(CSE)
75	Harsimrat Kaur	8557932277	1507586	B.Tech.	(CSE)
76	Naina Thaman	9465865669	1507623	B.Tech.	(CSE)
77	Prabhjot Singh	9780549131	1507641	B.Tech.	(CSE)
78	Isha Sethi	9815535519	1507590	B.Tech.	(CSE)
79	Nidhi Shukla	8699082879	1507626	B.Tech.	(CSE)
80	Jaskaran Singh	9803701672	1507594	B.Tech.	(CSE)
81	Simran Sharma	9815774123	1507677	B.Tech.	(CSE)
82	Sarabjot Singh Arora	9569994900	1507666	B.Tech.	(CSE)
83	Shikha Nirwan	7888585083	1606814	B.Tech.	(CSE)
84	Simran Sohanpal	8968045855	1507678	B.Tech.	(CSE)
85	Dashmeet Kaur	7508573109	1507814	B.Tech.	(CSE)
86	Satprit Kaur	7837015724	1507667	B.Tech.	(CSE)
87	Simrandeep Kaur	8146248400	1507679	B.Tech.	(CSE)
88	Taranpreet Singh	7889213861	1606816	B.Tech.	(CSE)
89	Sugandha Sharma	7009601586	1507681	B.Tech.	(CSE)
90	Jaspreet Singh	8968084628	1507932	B.Tech.	(CSE)

Placement

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91	Vasman Kaur	7973817360	1606817	B.Tech.	(CSE)
92	Baby Kumari	9517477302	1606793	B.Tech.	(CSE)
93	Shashank Singh	8054631260	1507669	B.Tech.	(CSE)
94	Swati Wasal	9803278165	1507683	B.Tech.	(CSE)
95	nishant kumar	8054623464	1507950	B.Tech.	(CSE)
96	Rohit Dogra	9465311380	1507657	B.Tech.	(CSE)
97	Talwinder Singh	9814994515	1507684	B.Tech.	(CSE)
98	Manjot Singh	9988883638	1508139	B.Tech.	(CSE)
99	Shivam Rawat	9872881669	1507671	B.Tech.	(CSE)
100	Apsara Jain	7508100204	1508227	B.Tech.	(CSE)
101	Tanveer Kaur Toor	8283849985	1507685	B.Tech.	(CSE)
102	Gurwinder Kaur	8528756133	1606800	B.Tech.	(CSE)
103	Shubham Rao	8557052213	1507673	B.Tech.	(CSE)
104	Tanvi Garg	8054240511	1507686	B.Tech.	(CSE)
105	Tarlochan Singh	9780889827	1507687	B.Tech.	(CSE)
106	Jaspreet Kaur	7087937378	1606806	B.Tech.	(CSE)
107	Simran Kaur	8289024186	1507676	B.Tech.	(CSE)
108	Preeti Thakur	8872867901	1606812	B.Tech.	(CSE)
109	Rakhi Kumari	7087381476	1707407	MCA	MCA
110	Tavleen Kaur	9646577019	1707415	MCA	MCA
111	Varmeet Singh	9569159192	1507691	B.Tech.	(CSE)

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cse·155052/159626

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Offer: Computer Consultancy
Ref: TCSL/CT20161903770/Delhi
Date: 08/10/2018

Ms. Nidhi
Smq 342/5 Rp Area, Air Force Station Halwara,
Sudhar,
Ludhiana-141106,
Punjab.
Tel# -8194993960

Dear Nidhi,

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.

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This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **ECM (Enterprise Content Management)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹10,200/-** 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 **₹4,080/-** 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 of **₹7,570/-** 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.

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PERFORMANCE PAY

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

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

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

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme

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CITY ALLOWANCE

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

OTHER BENEFITS

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

HIS offers the following benefits:

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

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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

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

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

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

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

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

Professional Memberships
You will be eligible for reimbursement of 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.

Gratuity

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

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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.

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

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

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unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 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**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

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

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

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

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

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

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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

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under 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.

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.

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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 equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 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.

20. Initial Learning Programme (ILP)

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.

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.

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.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

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

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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET

Annexure 1

Name	**Nidhi**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Guru Nanak Dev Engineering College, Ludhiana**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** 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	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **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	Delhi **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town, Kolkata - 700 156, West Bengal Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai **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
Pune **Lead-Talent Acquisition** Tata Consultancy Services Nivati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107	Thiruvananthapuram **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**

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

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

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

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

(d) Customer and prospective customer lists, and

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

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, FTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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2. **Retainer/Consultant's Obligations**

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

3. **Intellectual Property Rights**

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

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

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

6. **Security policies and Guidelines**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

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

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9. Equitable Rights

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

10. General

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

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

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

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

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

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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C&E. 1550521 1507626

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Strictly Private and Confidential

27-Mar-2019

Nidhi Shukla
VPO: Mahamadpur AzamabadDistrict: ShajahanpurState: Uttar PradeshPin: 242223
8194993960

Dear Nidhi,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 1e67bc8c-8638-4237-9111-7ea98c07969e_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company- http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

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Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[Insert full legal name]

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ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

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Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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CSE155052/1507626

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Gmail

Nidhi Shukla <nidhishukla737@gmail.com>

Introducing InfyTQ: A Learning and Engagement Platform for You!

1 message

Infosys <TA_Vardha@infosys.com>
Reply-To: Infosys <TA_Vardha@infosys.com>
To: nidhishukla737@gmail.com

Wed, Feb 20, 2019 at 2:00 PM

If you are having trouble reading this email, read the online version.



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Dear Nidhi,

It is our pleasure to introduce **InfyTQ**, by Infosys, a next-generation learning and engagement platform for engineering students in India, geared to help you increase your 'talent and technology quotient' and be industry-ready.

A pioneer in transforming fresh campus recruits into quality software professionals through its world-renowned training program, Infosys has developed InfyTQ for you to engage closely with the company while learning technologies that are relevant for you today and in the future.

With InfyTQ, you can benefit from the always-on, anytime-anywhere learning, catered through a continuous transfer of digital skills and expertise from the Infosys innovation ecosystem. Here's our press note with more details.

InfyTQ offers:

- Opportunity to learn and become industry-ready the Infosys way
- Growth stories and journey of your alumni at Infosys
- An inside view of all that is trending at Infosys
- A contest arena for you to have fun and win prizes.

If you are using our erstwhile MyInfy app, please upgrade the app from Google Play Store or uninstall the app and install the new InfyTQ app. To log in, please use your existing Lex Campus Connect username and password. If you have any trouble logging onto InfyTQ, please write to us at infytq@infosys.com.

Download the InfyTQ app from Google Play Store or visit the website to experience the platform and be the best of you with the best of who we are.

We would be happy to hear from you. Do write to us to share your feedback on InfyTQ.

Look forward to have you onboard.

Thanks and best regards,

Varadharaj V.
Vice President - Talent Acquisition
Infosys Limited

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Strictly Private and Confidential

21-Mar-2019

Taranpreet Singh
264/4 Indra Nagar, IVRI Road,Barielly
7889213861

Dear Taranpreet,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 2c3550c2-b8af-4bb2-bef5-91208df2e81e_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

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Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

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ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

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Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Date: 18-10-2018

Sub: Offer letter

Dear **Taranpreet Singh,**

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Software Development Trainee'.**

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m.**

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You are requested to Submit the following to HR department along with the acceptance of Terms and Condition of Employment with Mechlin Technologies:

a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be submitted on the commencement date

c) Standard X- and XII mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

Sincerely,

Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: _____

Name : _____

Date: _____

Mechlin Software Technology Pvt. Ltd.

World Tech Tower, C-203, 8th Floor, Sector 74, Sahibzada Ajit Singh Nagar, Mohali - 140308 Tel: 0172 4038005 Email: hr@mechlintech.com

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Subject **GNDEC Final Selects**
From Narula, Sandeep <sandeep.narula@accenture.com>
To tpo@gndec.ac.in <tpo@gndec.ac.in>
Date 2018-09-15 20:18
Priority Highest

- GNDEC_FinalSelects.xlsx (~14 KB)

Dear Sir,

Please find attached list of Accenture selects from your college.

Regards
Sandeep

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at https://www.accenture.com/us-en/privacy-policy.

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www.accenture.com

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Vikas Tripathi	vikas.t8872@gmail.com	Male	achelor of Tec	Information Technology (IT)

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03-May-2019

Simran Sohanpal
233-A Canal View Enclave, Bulara, Ludhiana
8968045855

Dear Simran,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

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04-Mar-2019

Nikhil Chauhan
389, Greater kailash
9815215752

Dear Nikhil,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter' program'). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 20636f21-0ad8-4537-a07c-6845b9a1fe0b_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

[*Insert full legal name*]

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If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any other queries,please write to campus.queries@accenture.com.

Regards,
Campus Recruitment Team - Accenture India.

Accenture Disclaimer

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Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.

Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to https://businessethicsline.com/accenture/.

++++++++++++++++++++++++++++++

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Net2Source

B-4, Ground Floor
Sector-63, Noida
UP - 201307
Tel: +91-120-4744400
Web: www.net2source.com

CIN: U7414ODL2008PLC180253 2008 - 2009

Date: 17th Nov 2018

Name: Simrandeep kaur

Address: #1887, Sector 32A,
Chandigarh Road
Ludhiana
Pin 141010

Congratulations!!!

This refers to your application and subsequent interview with us. We are pleased to offer you appointment in our organization as **Associate Recruiter** on the terms and conditions as mutually agreed upon during the course of discussion.

Your annual compensation as discussed and mutually agreed is INR **3,00,000 (Rupees Three Lakhs Only)** Per Annum and you will be on probation period for three months.

You will be issued the formal letter of appointment upon your joining. You are advised to join us in the month of Jan./Feb. 2019.

We would request you to make necessary arrangements before the joining date as mentioned since this date will not be extended in any case.

In case any documents/references don't correspond to the claimed information, the offer extended would stand null & void, thus would lead to withdrawal of the offer.

Please carry the originals of all the documents listed below at the time of joining, along with one set of photo copy:

1. Copies of Certificates in support of your Qualifications
2. Copies of Certificates in support of your Training / Certification.
3. 5 Passport size photographs
4. Photo ID Proof, like (PAN Card, Driving License, Voter ID, Pass Port, Credit Card with Photo)
5. Permanent and Local Address Proof
6. Pan Card Number and Copy

We welcome you to the **Net2Source** family and look forward to a mutually beneficial and long term association.

Sincerely Yours,

(Pooja Anand)

AVP - Talent Development
Human Resource Department
Net2Source Consulting Limited

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Strictly Private and Confidential

26-Apr-2019

Simrandeep Kaur
#6862/2 Street No. 7, Mohar Singh Nagar, ludhiana
8146248400

Dear Simrandeep,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter' program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: af347c5b-a00d-472c-b944-1ae4fdc320fd_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

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Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[Insert full legal name]

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Offer: Computer Consultancy
Ref: TCSL/CT20161904059/Delhi
Date: 08/10/2018

Mr. Shashank Singh
H.No. 131/5Air Force Station 2,
Rozi Petrol Pump,
Jamnagar-361001,
Gujarat.
Tel# 91-8146248400

Dear Shashank Singh,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Subject	**Infosys Ltd.- Final Selects : GNDEC**
From	Sumit Paul <sumit.paul@infosys.com>
To	TPO@gndec.ac.in <TPO@gndec.ac.in>
Cc	Shaan Vats <Shaan_Vats@infosys.com>
Date	2018-09-06 15:25
Priority	Highest

- Infosys Final Results- GNDEC.xlsx (~14 KB)

Dear Sir,

Heartiest Congratulations !

We are pleased to inform, that there are **82 final selects.**

Please find the list attached here with. Kindly share the result with all the candidates (I have shared their Email IDs and Contact Number as well).

Please note that as a part of DAY 1 Exclusive company , the selected candidates should not appear for other IT Mass Recruiting companies.

We are confident that your students will be able to make a significant contribution to the success of Infosys and we look forward to a long term relationship with your institute.

Once again, many thanks for all the warmth & support extended to us in conducting the process smoothly.

Thanks and Regards,
Sumit Paul
Talent Acquisition
Infosys Limited | Hyderabad
Infosys | Building Tomorrow's Enterprise

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(Please Note :- This is a conditional offer, Infosys Eligibility has to be met by the candidate on completing the Degree as well .)

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S.no	Title	First Name	Middle Name	Last Name	SAP ID	Email ID	Date of Birth
1	Mr.	Harpreet	Singh	Sandal	1507920	harpreetsingh.0601@gmail.com	19-Oct-97
2	Mr.	Kanwardeep	N/A	Singh	1507934	kanwar2310@gmail.com	23-Oct-96
3	Mr.	Kashish	N/A	Gupta	1507937	kashishgup100@gmail.com	18-Feb-97
4	Ms.	Neha	N/A	Mishra	1507947	neha79091@gmail.com	16-Feb-97
5	Mr.	Sanjampreet	N/A	Singh	1507967	sanjam531@gmail.com	24-Jan-97
6	Mr.	Vikas	N/A	Tripathi	1507976	vikas.t8872@gmail.com	13-Mar-96
7	Mr.	Abhishek	Kumar	Choubey	1507351	abhishek.cyk@gmail.com	14-Sep-98
8	Mr.	Ishmanjot	N/A	Singh	1507423	ishmanjot318@gmail.com	25-Mar-97
9	Mr.	Navdeep	Singh	Chahal	1507466	NAVDEEPSINGHC@GMAIL.COM	19-Jan-97
10	Mr.	Aman	Kumar	Giri	1606587	aman1397kumar@gmail.com	13-Aug-97
11	Mr.	Amardeep	N/A	Singh	1606916	amardeeppanesar36@gmail.com	23-Jan-98
12	Mr.	Manjinder	N/A	Singh	1508136	samrinder821@gmail.com	12-Nov-96
13	Mr.	Samiran	N/A	Arora	1508185	samiranarora@Gmail.Com	30-Jun-97
14	Mr.	Shubham	N/A	Sharma	1508197	Sharmashub2397@Gmail.Com	23-Jul-97
15	Mr.	Shubhkarman	Singh	Chaggar	1508199	shubhkarman22@Yahoo.Com	22-Apr-97
16	Mr.	Chaitanya	N/A	Sharma	1507812	chaitanyasharma5@gmail.com	03-Oct-96
17	Mr.	Karandeep	N/A	Singh	1507837	karan2171996@gmail.com	21-Jul-95
18	Ms.	Swapnil	N/A	Verma	1507880	swapnilverma260897@gmail.com	26-Aug-97
19	Mr.	Vikas	N/A	Singh	1507883	vikasnvickysingh@gmail.com	01-Sep-96
20	Mr.	Shivam	N/A	Goyal	1507511	shivagoyal48@gmail.com	15-Jan-98
21	Ms.	Aaishwarya	N/A	Bansal	1507538	aaishubansal@gmail.com	29-Nov-97
22	Ms.	Deep	N/A	Kaur	1507564	kaurdeep33@gmail.com	11-Oct-95
23	Ms.	Harsimrat	N/A	Kaur	1507586	harsimrat98@gmail.com	01-Dec-97
24	Ms.	Krishma	N/A	Sarangal	1507610	krishma551@gmail.com	05-Jan-98
25	Mr.	Mandeep	Singh	Sachdeva	1507617	mandeep.singh9724@gmail.com	23-Nov-97
26	Ms.	Manveen	N/A	Kaur	1507620	manveenkaur1997@gmail.com	06-Jun-97
27	Ms.	Naina	N/A	Thaman	1507623	nainathaman1@gmail.com	13-Aug-97
28	Ms.	Nidhi	N/A	Shukla	1507626	nidhishukla737@gmail.com	25-Dec-97
29	Ms.	Nikita	N/A	Sarna	1507631	nikita.sarna20@gmail.com	20-Aug-98
30	Mr.	Piyush	N/A	Arora	1507638	1piyusharora@gmail.com	01-May-96
31	Ms.	Ramandeep	Kaur	Pabla	1507651	ramandk111@gmail.com	01-Nov-97
32	Mr.	Sanket	Kumar	Srivastava	1507664	sanketsrivastava97@gmail.com	30-May-97

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33	Mr.	Sarabjot	Singh	Arora	1507666	sarabjot08@gmail.com	04-Aug-97
34	Ms.	Satprit	N/A	Kaur	1507667	ksatprit@gmail.com	24-Aug-96
35	Ms.	Simran	N/A	Kaur	1507676	kaursimran2702@gmail.com	27-Feb-97
36	Mr.	Udaivir	N/A	Singh	1507688	uvs1410@gmail.com	14-Oct-95
37	Mr.	Varinder	N/A	Singh	1507690	varindersingh14.vs@gmail.com	14-Aug-97
38	Mr.	Jaspreet	N/A	Singh	1507932	jaspreetsinghtuli@gmail.com	25-Feb-97
39	Mr.	Nishant	N/A	Kumar	1507950	ishan0076@gmail.com	15-Nov-95
40	Mr.	Awadhesh	N/A	Kumar	1541449	awadhesh7739@gmail.com	06-May-95
41	Ms.	Kanishka	N/A	Sharma	1507933	kanishkasharma137@gmail.com	28-Aug-97
42	Ms.	Kashish	N/A	Arora	1507936	kashisharora1000@gmail.com	12-Apr-97
43	Ms.	Mannoor	Kaur	Dhingra	1507942	mannoordhingra@gmail.com	18-Jul-97
44	Mr.	Shubham	N/A	Sinha	1507969	shubham.sinha.3591@gmail.com	25-May-96
45	Mr.	Sukhdeep	N/A	Singh	1507972	sukh711997@gmail.com	07-Jan-97
46	Ms.	Harshita	N/A	Sharma	1508238	harshitasharma18@gmail.com	18-Dec-97
47	Ms.	Charanpreet	N/A	Kaur	1507385	charank2397@gmail.com	23-Aug-97
48	Mr.	Karanvir	Singh	Sohal	1507441	karansohal875@gmail.com	01-Mar-97
49	Mr.	Rahul	N/A	Bansal	1507484	bansal.rahul143.rb@gmail.com	01-Jan-98
50	Ms.	Simran	Kaur	Seehra	1507775	kourseehra123@gmail.com	16-Sep-97
51	Mr.	Abhijeet	Singh	Garcha	1508033	abhiharman@gmail.com	15-Jun-97
52	Mr.	Abhineet	Gaurav	Dubey	1508034	abhineetdubey58@gmail.com	10-Mar-97
53	Mr.	Gunjeet	N/A	Singh	1508085	singh.gunjeet15@gmail.com	23-Aug-97
54	Mr.	Harsimran	Singh	Deol	1508106	dharsimransingh@yahoo.in	27-Aug-97
55	Mr.	Raminderpal	N/A	Singh	1508169	raminderpalsingh.rs@gmail.com	08-Oct-97
56	Mr.	Vikramjeet	N/A	Singh	1508216	Vikramcheema96@gmail.com	11-Sep-96
57	Mr.	Kumar	N/A	Deepraj	1508244	deep.rajcr16@gmail.com	01-Jan-96
58	Mr.	Awaldeep	Singh	Malhotra	1507556	awalmalhotra@gmail.com	03-Nov-96
59	Ms.	Bhavika	N/A	Jain	1507559	jain.bhavika32@gmail.com	01-Apr-97
60	Ms.	Bipinjot	Kaur	Hara	1507561	harabipinjot@gmail.com	05-Aug-97
61	Mr.	Gurangad	Singh	Vohra	1507574	singh.angad0@gmail.com	25-Aug-96
62	Ms.	Hargun	Kaur	Gill	1507579	hkgill34@gmail.com	26-Jul-97
63	Mr.	Jaspinder Pal	Singh	Makkar	1507598	jaspinder.makkar@gmail.com	23-Mar-97
64	Ms.	Khushali	N/A	Kapoor	1507606	kapoor.khushali07@gmail.com	02-Jul-97
65	Ms.	Komal	N/A	Handa	1507609	komalhanda555@gmail.com	21-Jul-98
66	Mr.	Lovepreet	N/A	Thind	1507613	slovepreet796@gmail.com	30-May-96

Tag. with INR. 10000/- stipend

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67	Mr.	Maaninder	Singh	Waraich	1507614	maaninderwaraich@gmail.com	05-Dec-96
68	Ms.	Mandeep	N/A	Kaur	1507616	mandeepkaur151997@gmail.com	15-Aug-97
69	Mr.	Prabhjot	N/A	Singh	1507641	mongaprabhjot13@gmail.com	25-Oct-97
70	Mr.	Prajwal	N/A	Pant	1507643	prajwalpant15@gmail.com	15-Sep-96
71	Mr.	Sahil	N/A	Singh	1507661	sahilsingh0048@gmail.com	25-Mar-98
72	Mr.	Sehaj	N/A	Grover	1507668	sehaj131@gmail.com	04-Mar-97
73	Mr.	Shivam	N/A	Gupta	1507670	shivam040897@gmail.com	08-Apr-97
74	Ms.	Simran	N/A	Sharma	1507677	simransharma0607@gmail.com	06-Jul-97
75	Ms.	Simran	N/A	Sohanpal	1507678	smrnsohanpal97@gmail.com	15-Oct-97
76	Ms.	Swati	N/A	Wasal	1507683	swati.wasal@gmail.com	04-Jan-97
77	Ms.	Tanvi	N/A	Garg	1507686	tanvigarg1997@gmail.com	08-Sep-97
78	Mr.	Tarlochan	N/A	Singh	1507687	tarlochans002@gmail.com	29-Sep-97
79	Ms.	Dashmeet	N/A	Kaur	1507814	dashmeet0207@gmail.com	07-Feb-97
80	Ms.	Heena	N/A	.	1606805	heena.dania7@gmail.com	02-Sep-97
81	Mr.	Rohit	N/A	.	1507657	rohitdogra438@gmail.com	19-Dec-96
82	Ms.	Rakhi	N/A	Kumari	1707407	jharakhi42@gmail.com	01-Sep-96

Tag. INR. 10000/- Stipend

Tag. INR. 10000/- Stipend

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Subject **Final Selection**
From Vivek_ITConnectUS Inc. <vivek.tiwari@itconnectus.com>
To tpo@gndec.ac.in <tpo@gndec.ac.in>
Date 2019-06-26 17:48

- Gurparteet Singh.docx (~76 KB)
- Mandeep Singh.docx (~76 KB)
- Avirit.docx (~75 KB)
- Twinkle Khanna.docx (~75 KB)

Dear Sachin,

Below is the final selection list

Mandeep Singh — 155462, 1607404 ME
Avirit Singh — 155308, 1507555 CSE
Twinkle Khanna — 156124 1607180 IT
Gurparteet Singh — 154018, 1508335 PE

Attached is the LOI please get me the print out, need 2 copires

Thanks and Regards
Vivek Tiwari
Senior Manager-TAG

Email: vivek.tiwari@itconnectus.com | M: 8360597946
Website: www.itconnectus.com
Office- C-204, 2nd Floor, Phase 8-B, Mohali
About Us | Facebook | Twitter | LinkedIn

-----Original Message-----
From: tpo@gndec.ac.in <tpo@gndec.ac.in>
Sent: Tuesday, June 25, 2019 6:41 PM
To: Vivek_ITConnectUS Inc. <vivek.tiwari@itconnectus.com>
Subject: Re: Campus placement Drive (Salary Revised)
Importance: High

Dear sir,

All the apparatus require to conduct the drive is available.
The number of students registered with us for the placement drive right now are 28.

Thanks and Regards

Gagandeep Singh Sodhi,
Training & Placement Officer,
GNDEC Ludhiana,
((+91)9872219178)

On 2019-06-25 17:36, Vivek_ITConnectUS Inc. wrote:

> Dear Sachin,
>
> We will be reaching tomorrow at 10:00 AM to conduct the placement
> drive in your college.
>
> For the drives we would be requiring the internet connectivity to

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Recieved Taranpreet

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Date: 18-10-2018

Sub: Offer letter

CSE/15583/16 06816

Dear **Taranpreet Singh**,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Software Development Trainee'.**

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m**.

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You are requested to Submit the following to HR department along with the acceptance of Terms and Condition of Employment with Mechlin Technologies:

a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be

submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

pdfelement

Sincerely,

Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: _____

Name : _____

Date: _____

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD

You are requested to Submit the following to HR department along with the acceptance of Terms and Condition of Employment with Mechlin Technologies:

a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

pdfelement

Sincerely,

Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: Ravi

Name : Ravi

Date: 12-11-2018

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Remove Watermark Now

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Date: 18-10-2018

C88
133072
150658

Sub: Offer letter

Dear **Sachin Kumar**,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Software Development Trainee'**.

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m.**

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You are requested to Submit the following to HR department along with the acceptance of Terms and Condition of Employment with Mechlin Technologies:

a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

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Sincerely,

Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: Sachin Kumar

Name : Sachin Kumar

Date: 31/10/18

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Strictly Private and Confidential

01-Apr-2019

Manjot Singh
#2272 B-14 Amarpura Ludhiana
9988883638

Dear Manjot,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

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Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

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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 above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

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ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

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Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Gmail

shubham rao <shubhamrao951@gmail.com>

Offer Acceptance : Thanks for your response

1 message

India.Recruiting@accenture.com <India.Recruiting@accenture.com>
To: shubhamrao951@gmail.com
Cc: notavailable@accenture.com

Thu, Apr 4, 2019 at 1:24 PM

04-Apr-2019

Shubham Rao
Candidate Id: C7890280
Unique Reference Number/Unique Id: 1562f3bb-5d94-4cde-aef3-00733dcf46ff_1

Dear **Shubham Rao**,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

Please write to us at campus.queries@accenture.com for any queries.

Regards,
Campus Recruitment Team
Accenture in India.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at https://www.accenture.com/us-en/privacy-policy.

www.accenture.com

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Congrats! Offer From Accenture

1 message

<campus.offerletter@accenture.com> Thu, Apr 11, 2019 at 9:20 PM
To: rajatwizard005@gmail.com

11-Apr-2019

Rajat Kumar Singh
CANDIDATE ID:C7908496
UNIQUE REFERENCE NUMBER/UNIQUE ID:0e928858-607f-490e-904c-b202a2ca53e3_1

Dear **Rajat Kumar Singh**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter
- Click on this link https://india.jobs.accenture.com/default.aspx and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 04/11/2019 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any other queries,please write to campus.queries@accenture.com.

Regards,
Campus Recruitment Team - Accenture India.

Accenture Disclaimer

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Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/gb-en/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.
Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to https://businessethicsline.com/accenture/.

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Offer: Computer Consultancy
Ref: TCSL/CT20182561273/Delhi
Date: 08/10/2018

Mr. Udaivir Singh
House No 264,
Govt College Road,
Hoshiarpur-146001,
Punjab.
Tel# -

Dear Udaivir Singh,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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

Subject **Re: SELECTION OF CANDIDATES BY C( )OINIX IN OFF PLACEMENT DRIVE ON 01 & 1( )NOV**

From HR <hr@conjoinix.com>

To <tpo@gndec.ac.in>

Cc Rajni Thakur <rajni.thakur@conjoinix.com>, Nitish Mahajan <nitish.mahajan@conjoinix.com>, <rsperhar@conjoinix.com>, yeshu <yeshu.arora@conjoinix.com>

Date 2018-11-19 23:10

- LOI-Placement-Drive-2019-TECH350-2019.rectifypdf (~152 KB)

Dear Sir/Ma'am,

Please find the attachment related to the revised LOI format which is to be given to the selected candidates.

On 20/11/18 11:33 AM, HR wrote:
Dear Sachin,

This is to inform you that during the Off Campus Drive held by us on 01 and 13 Nov at PHD Chambers Of Commerce Sec 31 Chandigarh, the company carried out presentations, online test and HR interviews.
We wish to inform that the following candidates from your institution were successful and were selected by us for employment during the drive-:

1. Nishant Sharma (8278813099,nishantsharma@hmr@gmail.com) — EE - 152120 / 1606931
2. Nitesh Lekhi (8556934506, niteshlekhi@gmail.com) — CSE - 155056 / 1507633
3. Jasjot Singh (8968704840,jasjot7708@gmail.com) — IT ~~CSE~~ - 156043 / 1507925
4. Jaskaran (8968438812,jaskaransingh1996.js@gmail.com) — ~~IT CSE~~ - 156044 / 1507926
5. Jaskeerat (jsingh291997@gmail.com) — IT - 156045 / 1507927
6. Harwinder Singh (8568823797,harwinderjarp@gmail.com) — MCA - 1729005 / 1707396
7. Gurdeep Singh (9779178196,cheemadeep732@gmail.com) — MCA - 1729003 / 1707394

All the above candidates were issued a Provisional Letter of Intent the same day. The candidates are required to take actions as stated in the Provisional Letter of Intent by 21 Nov 2018. On receipt of the documentation, Letter of Intent for attending our Up skilling and Grooming Programme, will be issued. The Up skilling and Grooming programme will start from 07 January till 13 July or 350 hours which ever is earlier. The employment will start from 15 July 2018 or earlier as the case may be individually keeping in view earlier completion of the mandatory 350 hours of Programme.
You are kindly requested to inform the candidates to complete the formalities at the earliest.
Sample copy of the LOI to be issued to candidates on completion of formalities by 21 Nov, is attached for your information.

Best wishes & regards,

Rajni Thakur
HR Representative
Conjoinix
Mob- +91-9646599331
Email- hr@conjoinix.com

Placement

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Subject **RE: [External]Re: Reliance Jio Infocomm Limited Fresher Recruitment 2018.**
From <Anjali.Goel@ril.com>
To <tpo@gndec.ac.in>
Cc <Eknath.Bangar@ril.com>
Date 2019-02-28 12:53

Hi Sir,

PFB the list of students shortlisted from Guru Nanak Dev Engineering College :

Name	
Mandeep Singh Sachdeva	155331 / 1507617
Nikhil Agrawal	155053 / 1507628
Hargun Kaur Gill	155024 / 1507579
Ishita Pahwa	156041 / 1507923 — I.T.
Jagjeet Singh	155320 / 1507592

CSE

The students have been sent a mail requesting them to forward the required documents.

Thanks and Regards,
Anjali Goel

-----Original Message-----
From: tpo@gndec.ac.in [mailto:tpo@gndec.ac.in]
Sent: Thursday, February 28, 2019 11:44 AM
To: Anjali Goel <Anjali.Goel@ril.com>
Subject: [External]Re: Reliance Jio Infocomm Limited Fresher Recruitment 2018.
Importance: High

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The e-mail below is from an external source. Please do not open attachments or click links from an unknown or suspicious origin.

Dear Ma'am,

Greetings from Guru Nanak Dev Engineering College!

A few of our students had attended the placement drive held at *RIMT University* on 30th January 2019.

Kindly let us know the final result of the shortlisted students.

--
Thanks & Regards,
Gagandeep Singh Sodhi,
Training & Placement Officer,
GNDEC Ludhiana,
((+91)9872219178)

On 2019-02-26 17:52, Anjali.Goel@ril.com wrote:
> Dear Candidate,
>

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Gmail Janta Prints <jantajanta44@gmail.com>

Fwd: Congrats! Offer From Accenture

1 message

ushmeet singh <ushmeetsingh20@gmail.com> Wed, Jul 17, 2019 at 12:02 PM
To: jantajanta44@gmail.com

Sent from my iPhone

Begin forwarded message:

From: dashmeet kaur <dashmeet0207@gmail.com>
Date: 15 July 2019 at 1:11:54 PM IST
To: ushmeet singh <ushmeetsingh20@gmail.com>
Subject: Fwd: Congrats! Offer From Accenture

---------- Forwarded message ---------
From: <campus.offerletter@accenture.com>
Date: Thu, 11 Apr, 2019, 7:02 AM
Subject: Congrats! Offer From Accenture
To: <dashmeet0207@gmail.com>

11-Apr-2019

Dashmeet Kaur
CANDIDATE ID-C7905472
UNIQUE REFERENCE NUMBER/UNIQUE ID:d36dc1fe-fd9d-4bb7-894c-0f28edbc0dd9_1

Dear **Dashmeet Kaur**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter
- Click on this link https://india.jobs.accenture.com/default.aspx and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 04/10/2019 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any other queries,please write to campus.queries@accenture.com.

Regards,
Campus Recruitment Team - Accenture India.

Accenture Disclaimer

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Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacypolicy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.
Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if

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they present themselves as representatives or employees of Accenture – please send the details to https://businessaffairsdrive.com/accenture/.

****

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www.accenture.com

<Job aid.pdf>

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RJIL/58277224/12389739/280619/1833

Date: 28 Jun 2019

Awaldeep Singh

5-N-13, Jawahar Nagar,
near Aggarsein Chowk , Sri Ganganagar,
Sri Ganganagar, Rajasthan - 335001

Offer cum Appointment Letter

Dear **Awaldeep Singh**,

This is with reference to your application and subsequent test / interview you had with us, we are pleased to offer you employment in the **Manager Family** as **Assistant Manager** in the Job Role **Graduate Engineer Trainee** on the following terms and conditions:

01. PLACE OF POSTING:

Your initial posting will be at **Bengaluru**.

However, during employment with the Company , you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

You will join us as soon as possible but not later than **1 Jul 2019**.

02. COMPENSATION:

i.Fixed Pay: INR 4,11,255/-(INR FOUR LAKH ELEVEN THOUSAND TWO HUNDRED FIFTY FIVE only) per annum

This includes Basic Salary and other allowances, benefits, perquisites etc as per the compensation policy of the company.

ii. Retirals : INR 25,904/-(INR TWENTY FIVE THOUSAND NINE HUNDRED FOUR only) per annum

This includes Provident Fund and Gratuity/Ex-gratia (company's contribution @ 12% of Basic Salary, and 4.81% of Basic Salary, respectively).

Bonus: Payable as per Payment of Bonus Act

pdfelement

Reliance Jio Infocomm Limited: CIN U72900GJ2007PLC105033
Registered Office: Office - 101, Saffron, Nr. Centre Point, Panchwati 5 Rasta, Ambawadi, Ahmedabad 380006, Gujarat, India.
Tel no: 079-35600100; www.jio.com

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Subject **Fwd: Results of capgemini drive**
From QSpiders Chandigarh <qspiderschandigarh@gmail.com>
To <tpo@gndec.ac.in>
Date 2019-04-04 16:07

Dear Sir
Greeting from Qspiders!

we are happy to inform your that three student your college
Name-Sanjeev saini Mobile no-9464774385 Emails-saini.sanjeev1996@gmail.com
Name- Nitesh lekhi Mobile no-8556934506 Emails-niteshlekhi@gmail.com
Name-Jaskeerat singh Mobile no-8557042200 Emails-js294@yahoo.com
Has got cleared the recruitment process done by capgemini company

Thank you for your support we hope same kind of co-operation in future for long term association

Regards
Neha (HR)
QSpiders Chandigarh
7625084611

pdfelement

CSE-155107/1507511

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Strictly Private and Confidential

21-Mar-2019

Shivam Goyal
Dhanu mal streetnear old grain marketkotkapura
9286400009

Dear Shivam,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: ae3e6316-060d-4e75-bc56-af660560a4ed_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

pdfelement

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

pdfelement

Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

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Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai - 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Date: May 02, 2019

Ref No: HR/Campus/LO2019PJQ406/1

Nitesh Lekhi
Guru Nanak Dev Engineering College

Letter of Intent ("LOI")

With reference to your interview conducted by us at **Qspiders Chandigarh,** we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** 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 **Qspiders Bangalore**, within a duration of **3 Months** from **19th June 2019,** for award of the **DotNet Fullstack** subject to the minimum passing percentage/grade/rank/class as determined by Capgemini and clearance of background verification. **(Refer Annexure 2)**

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.

pdfelement

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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 obligations 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 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, pursuant to which this Letter of Intent shall stand withdrawn.

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact gurupreetham.c@qspiders.com.

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

Puneet Kumra
Head - Fresher Hiring

pdfelement

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Gmail

Nitesh Lekhi <niteshlekhi@gmail.com>

[CONFIDENTIAL] Regarding your Placement @ Conjoinix

1 message

HR <hr@conjoinix.com> Thu, Nov 15, 2018 at 3:37 PM
To: niteshlekhi@gmail.com
Cc: Rajni Thakur <rajni.thakur@conjoinix.com>, yeshu <yeshu.arora@conjoinix.com>

[CONFIDENTIAL]

Dear Candidate,

On behalf of Conjoinix, we Congratulate you on making it to the 1st level of your placement @ Conjoinix.

Based on your interview and the provisional LOI granted to you, we shall be shortly sharing your Sample LOI of our intention of placing you at Conjoinix. But before we could do that, we request you to print out the attached NDA format, fill it (in your own hand writing), sign it, scan it and send the scanned copy back to us at the earliest at hr@conjoinix.com or WhatsApp it to : +91-9646599780 / 9646599331.

In case you have any queries, please feel free to call us back.

–
Thanks and warm regards,
Rajni Thakur, Executive - HR
+91-9646599331

Conjoinix - A Himachal Wire Group Company

Chandigarh : SCO 91-92-93, Third Floor, Sub-City Centre,
Sector 34-A, Chandigarh - 160 022, Phone : +91-172-5017 541, 5003 541

Web : www.instaxs.com | www.xsgateway.com | www.conjoinix.com

NDA-Placement-Drive.pdf
33K

pdfelement

CSE

The Head

Training & Placement Cell.

Guru Nanak Dev Engineering College

Ludhiana

June 14, 2019

Sub - Not received any offer letter from Solitaire Infosys on my e-mail id.

Sir,

This is to inform you that I have not received any e-mail from the company in which I got placed with package 2.1 lakhs on November 2018 during my 7th Semester of B Tech degree. Also, I have not joined this company as well, as I got later placed in company i.e Capgemini. So, I refused Solitaire Infosys, Mohali offer. I am sure that they have sent offer letter directly to T&P department.

So, Please kindly take this into consideration for no due form and I will assure you if I will receive any letter in future on my e-mail I will send it submit to T&P department.

Thanking you.

Yours Truly

Sanjeev Saini

(Batch - 2015-19)

CSE department, GNE Ludhiana.

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pdfelement

Remove Watermark Now

To
Tnp (Training & placement) Officer.
18 June, 2019

Subject:- Regarding non-availability of Infosys document

Respected Sir,
I wish to state that my email id was sent wrong to infosys and I have not received any mail from them so kindly accept my no dues form.

pdfelement

Thanking you

Deep Kaur
CSE
1507564 (uni Roll no)
155364 (class Roll no)
Mob No - 8568067881

Remove Watermark Now

03-Apr-2019

Jasmine Kaur
CANDIDATE ID:C7890273
UNIQUE REFERENCE NUMBER/UNIQUE ID:8c363640-e983-4a70-b484-b190717a4d51_1

Dear **Jasmine Kaur**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter
- Ciick on this link https://india.jobs.accenture.com/default.aspx and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 04/03/2019 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

pdfelement

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CSE-150013/150750

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20161903490/Delhi
Date: 08/10/2018

Ms. Bipinjot Kaur Hara
V.P.O Nandpur, Sahnewal, Ludhiana,
Sahnewal,
Ludhiana-141120,
Punjab.
Tel# 91-9877044616

Dear Bipinjot Kaur Hara,

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.

pdfelement

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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

Remove Watermark Now

Infosys
Navigate your next

Please note that the Training Agreement may be terminated by Infosys as per Clause 6 of the said Agreement.

Please sign and carry duplicate copy of this letter and the attached undertaking at the time of joining indicating your acceptance of these terms. You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,



RICHARD LOBO

EVP - Head HR

pdfelement

CSE-155107/150711

Remove Watermark Now

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20161903815/Delhi
Date: 08/10/2018

Mr. Shivam Goyal
Dhanu Mal Street Near Old Grain Market KotkapuraDhanu Mal Street,
Punjab,
Kotkapura-151204,
Punjab.
Tel# -

Dear Shivam Goyal,

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.

pdfelement

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **ECM (Enterprise Content Management)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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

Remove Watermark Now

Infosys
Navigate your next

Please note that the Training Agreement may be terminated by Infosys as per Clause 6 of the said Agreement.

Please sign and carry duplicate copy of this letter and the attached undertaking at the time of joining indicating your acceptance of these terms. You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,

RICHARD LOBO

EVP - Head HR

pdfelement

CSE-155013/1507561

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Strictly Private and Confidential

19-Feb-2019

Bipinjot Kaur Hara
VPO.NAND PURDISTT.LUDHIANA.PIN.141120
9877044616

Dear Bipinjot,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 4f4706e3-e9c6-49e2-a839-92dbfa6105e3_1
Signed By: Mohan Sekhar

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pdfelement

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pdfelement

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Solitaire Infosys

OFFER LETTER

Date:23rd Oct ,2018

CSE/15062/150539

Mr./Ms. Abhishek Kumar

Greetings from Solitaire Infosys Pvt. Ltd.

Congratulations!!!

Reference to your interview with **Solitaire Infosys Pvt. Ltd. on date 20.10.2018. You** are hereby informed that we are offering you an employment in our organization at **Mohali/Patiala** Office. **Your Total Cost To Company (CTC) would be 2.2 LPA . Employment Confirmation & Detailed appointment letter with compensation will only be issued and this package will start after successful completion of Training & Probation period (Terms Explained Below) with the company.**

Designation: Jr. Software Developer **Location:** Mohali/Patiala

Terms & Conditions:

Your Training joining date will be from **1st Jan , 2019**, after which there would be a **mandatory training of 6 months (Jan to June, 2019)** followed by a **probation period of 3 months (July to September 2019)**, which is subject to further extension of 3 months depending upon your performance in training and probation period.

Successful Training: 6 months of training i.e. starting from with effect from 1st-Jan-2019.

In training every month there will be tests and overall 75% minimum has to be achieved every month for 6 months for successful completion of training.

In case monthly tests are not up to the mark, company has every right to terminate the training and no probation period will be starting. Once training is successfully completed and confirmed by company, only then probation period will start.

pdfelement

Abhishek Kumar
12/11/2018

Remove Watermark Now

Solitaire Infosys

Successful Probation: After 3 months of successful training, once confirmed by the company then only probation period will be starting.

Stipend of Rs 5000 will be given in probation every month subject to good performance and adherence of all the company policies.

Performance evaluation will be done on monthly basis by the Project Mangers & HR Managers to evaluate the probation period. Not found satisfactory, will either lead to extension of probation period or termination.

During Training & Probation: 6 days of working, 9 working hours per day, No Saturdays Off.

No leaves are entitled for initial 6 months of training and 3 months of probation period.

Note: Any kind of misconduct in performance/behavior or not following the Company Norms will lead to Termination without any notice.

You will be associated with the organization as an employee for a **period of 2 years** starting from **1st Oct 2019**, which would be mentioned in an agreement to be signed at the start of training day.

At the time of Training, you would be required to bring along the following documents and all these mentioned documents have to be submitted between 20th Dec to 25th Dec-2018 positively.

pdfelement

- Original educational certificates of class 10th or 12th would be kept with the organization till the time you are working with us.
- Two photographs and Photocopy of all qualification certificates.
- One id proof, photocopy (Driving License/Pan Card/Passport/Aadhar Card) .

Remove Watermark Now

Solitaire Infosys

If any of the above documents is omitted or not submitted as per the aforesaid dates or you don't show up between mentioned stipulated time, your placement would automatically be forfeited without any intimation.

Submission of Documents: 20th Dec to 25th Dec , 2018 at 10.30am (No submission of documents will be entertained before and after these dates).

Reporting time on the first day of training is 9:00 am.

In case of any other query, please write back to **manishasolitaire@slinfy.com**

Authorized Signatory

Human Resource

Solitaire Infosys Pvt. Ltd.

pdfelement

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Solitaire Infosys

CSE

1550 77
1507662

OFFER LETTER

Date:23rd Oct ,2018

Mr./Ms. Sanjeev Saini

Greetings from Solitaire Infosys Pvt. Ltd.

Congratulations!!!

Reference to your interview with **Solitaire Infosys Pvt. Ltd. on date 20.10.2018. You** are hereby informed that we are offering you an employment in our organization at **Mohali/Patiala** Office**. Your Total Cost To Company (CTC) would be 2.2 LPA . Employment Confirmation & Detailed appointment letter with compensation will only be issued and this package will start after successful completion of Training & Probation period (Terms Explained Below) with the company.**

Designation: Jr. Software Developer **Location:** Mohali/Patiala

Terms & Conditions:

Your Training joining date will be from **1st Jan , 2019**, after which there would be a **mandatory training of 6 months (Jan to June, 2019)** followed by a **probation period of 3 months (July to September 2019)**, which is subject to further extension of 3 months depending upon your performance in training and probation period.

Successful Training: 6 months of training i.e. starting from with effect from 1st-Jan-2019.

In training every month there will be tests and overall 75% minimum has to be achieved every month for 6 months for successful completion of training.

In case monthly tests are not up to the mark, company has every right to terminate the training and no probation period will be starting. Once training is successfully completed and confirmed by company, only then probation period will start.

pdfelement

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Solitaire Infosys

Successful Probation: After 3 months of successful training, once confirmed by the company then only probation period will be starting.

Stipend of Rs 5000 will be given in probation every month subject to good performance and adherence of all the company policies.

Performance evaluation will be done on monthly basis by the Project Mangers & HR Managers to evaluate the probation period. Not found satisfactory, will either lead to extension of probation period or termination.

During Training & Probation: 6 days of working, 9 working hours per day, No Saturdays Off.

No leaves are entitled for initial 6 months of training and 3 months of probation period.

Note: Any kind of misconduct in performance/behavior or not following the Company Norms will lead to Termination without any notice.

You will be associated with the organization as an employee for a **period of 2 years** starting from **1st Oct 2019**, which would be mentioned in an agreement to be signed at the start of training day.

At the time of Training, you would be required to bring along the following documents and all these mentioned documents have to be submitted between 20th Dec to 25th Dec-2018 positively.

pdfelement

- Original educational certificates of class 10th or 12th would be kept with the organization till the time you are working with us.
- Two photographs and Photocopy of all qualification certificates.
- One id proof, photocopy (Driving License/Pan Card/Passport/Aadhar Card) .

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Solitaire Infosys

If any of the above documents is omitted or not submitted as per the aforesaid dates or you don't show up between mentioned stipulated time, your placement would automatically be forfeited without any intimation.

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Reporting time on the first day of training is 9:00 am.

In case of any other query, please write back to **manishasolitaire@slinfy.com**

Authorized Signatory

Human Resource

Solitaire Infosys Pvt. Ltd.

pdfelement

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Solitaire Infosys

CSE
155072
1507G5P

OFFER LETTER

Date:23rd Oct ,2018

Mr./Ms. Sachin

Greetings from Solitaire Infosys Pvt. Ltd.

Congratulations!!!

Reference to your interview with **Solitaire Infosys Pvt. Ltd. on date 20.10.2018. You** are hereby informed that we are offering you an employment in our organization at **Mohali/Patiala** Office. **Your Total Cost To Company (CTC) would be 2.2 LPA . Employment Confirmation & Detailed appointment letter with compensation will only be issued and this package will start after successful completion of Training & Probation period (Terms Explained Below) with the company.**

Designation: Jr. Software Developer **Location:** Mohali/Patiala

Terms & Conditions:

Your Training joining date will be from **1st Jan , 2019**, after which there would be a **mandatory training of 6 months (Jan to June, 2019)** followed by a **probation period of 3 months (July to September 2019)**, which is subject to further extension of 3 months depending upon your performance in training and probation period.

Successful Training: 6 months of training i.e. starting from with effect from 1st-Jan-2019.

In training every month there will be tests and overall 75% minimum has to be achieved every month for 6 months for successful completion of training.

In case monthly tests are not up to the mark, company has every right to terminate the training and no probation period will be starting. Once training is successfully completed and confirmed by company, only then probation period will start.

pdfelement

Remove Watermark Now

Solitaire Infosys

Successful Probation: After 3 months of successful training, once confirmed by the company then only probation period will be starting.

Stipend of Rs 5000 will be given in probation every month subject to good performance and adherence of all the company policies.

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No leaves are entitled for initial 6 months of training and 3 months of probation period.

Note: Any kind of misconduct in performance/behavior or not following the Company Norms will lead to Termination without any notice.

You will be associated with the organization as an employee for a **period of 2 years** starting from **1st Oct 2019**, which would be mentioned in an agreement to be signed at the start of training day.

At the time of Training, you would be required to bring along the following documents and all these mentioned documents have to be submitted between 20th Dec to 25th Dec-2018 positively.

pdfelement

- Original educational certificates of class 10th or 12th would be kept with the organization till the time you are working with us.
- Two photographs and Photocopy of all qualification certificates.
- One id proof, photocopy (Driving License/Pan Card/Passport/Aadhar Card) .

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Solitaire Infosys

If any of the above documents is omitted or not submitted as per the aforesaid dates or you don't show up between mentioned stipulated time, your placement would automatically be forfeited without any intimation.

Submission of Documents: 20th Dec to 25th Dec , 2018 at 10.30am (No submission of documents will be entertained before and after these dates).

Reporting time on the first day of training is 9:00 am.

In case of any other query, please write back to **manishasolitaire@slinfy.com**

Authorized Signatory

Human Resource

Solitaire Infosys Pvt. Ltd.

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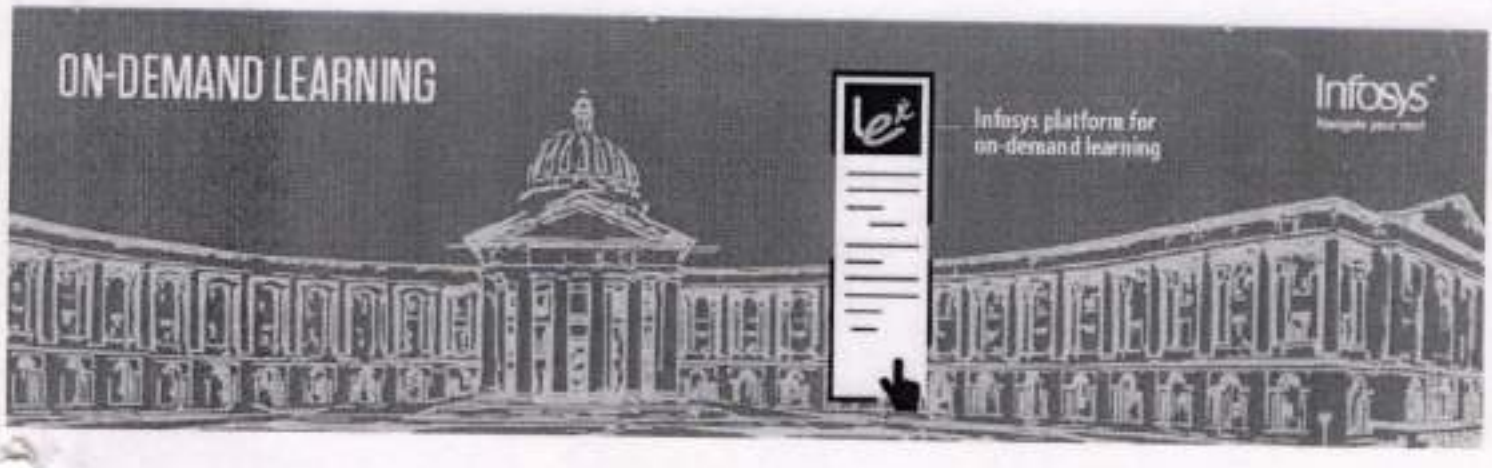
Infosys Lex platform for Campus Recruits

1 message

CSE
105020
150754

Varadharaj V <TA_Vardha@infosys.com>
To: "singh.angad0@gmail.com" <singh.angad0@gmail.com>, "vohra.angad96@gmail.com" <vohra.angad96@gmail.com>

Fri, Oct 26, 2018 at 9:49 AM



Dear Gurangad Singh Vohra ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills**. Through **Lex**, you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** singh.angad0@gmail.com
- **Password: qdEtbpef**

Keep learning! Keep winning!

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Gmail TheMojo Jojo <singh.angad0@gmail.com>

Congrats! Offer From Accenture

1 message

CSE 155020 1907574

campus.offerletter@accenture.com <campus.offerletter@accenture.com> Fri, Mar 1, 2019 at 6:38 PM
To: singh.angad0@gmail.com

01-Mar-2019

Gurangad Singh Vohra
CANDIDATE ID:C7815758
UNIQUE REFERENCE NUMBER/UNIQUE ID:3fd46505-f6e9-4e7e-a0a9-bc479bfba771_1

Dear **Gurangad Singh Vohra**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter
- Click on this link https://india.jobs.accenture.com/default.aspx and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 03/01/2019 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any other queries,please write to campus.queries@accenture.com.

Regards,
Campus Recruitment Team - Accenture India.

Accenture Disclaimer

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Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.
Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to https://businessethicsline.com/accenture/.

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www.accenture.com

Job aid.pdf
793K

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Gmail Jaspreet Singh <singhjaspreet4596@gmail.com>

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Congrats! Offer From Accenture

1 message

campus.offerletter@accenture.com <campus.offerletter@accenture.com> Thu, Mar 28, 2019 at 7:32 PM
To: singhjaspreet4596@gmail.com

28-Mar-2019

Jaspreet Singh
CANDIDATE ID:C7874405
UNIQUE REFERENCE NUMBER/UNIQUE ID:4c2335d1-dd42-4eae-a78c-304161eb36ee_1

Dear **Jaspreet Singh**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter
- Click on this link https://india.jobs.accenture.com/default.aspx and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 03/28/2019 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any other queries,please write to campus.queries@accenture.com.

Regards,
Campus Recruitment Team - Accenture India.

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Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to https://businessethicsline.com/accenture/.

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Jaspreet Singh <singhjaspreet4596@gmail.com>

Wipro Appointment Letter - Jaspreet Singh->8268940

1 message

campus.offerletters@wipro.com <campus.offerletters@wipro.com> Mon, May 13, 2019 at 6:51 PM
To: singhjaspreet4596@gmail.com

Dear Jaspreet Singh,

Congratulations you have been selected,
Please find the attachment of your Appointment letter. Kindly carry a copy of your Appointment letter on the reporting day to complete your joining formalities.

Looking forward to see you on-board!
Please Note: NSR, PAN Card & Aadhaar Card is mandatory for completing joining formalities & you will receive other required documents list along with reporting mailer.

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

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For all your queries reach manager.campus@wipro.com or call on toll free no:- 18001034678 | 8.30 am to 6.00pm Mon-Fri |

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. Wipro is an equal opportunity employer.

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8268940-Jaspreet Singh.pdf
377K

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Jaspreet Singh <singhjaspreet4596@gmail.com>

Acceptance of TCS Offer Letter Successful

1 message

TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com>
To: singhjaspreet4596@gmail.com

Mon, Oct 8, 2018 at 10:21 PM

Dear JASPREET SINGH,,
Thank you for accepting our offer of employment.

We look forward to having you on-board Team TCS!

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

=====-----=====-----=====

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

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Lovepreet Singh <slovepreet796@gmail.com>

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Congrats! Offer From Accenture

2 messages

campus.offerletter@accenture.com <campus.offerletter@accenture.com> 4 March 2019 at 19:14
To: slovepreet796@gmail.com

04-Mar-2019

Lovepreet Thind
CANDIDATE ID:C7820530
UNIQUE REFERENCE NUMBER/UNIQUE ID:6bceafbd-9e23-4aeb-b27f-0cf0220a9b25_1

Dear **Lovepreet Thind**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter
- Click on this link https://india.jobs.accenture.com/default.aspx and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 03/04/2019 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any other queries,please write to campus.queries@accenture.com.

Regards,
Campus Recruitment Team - Accenture India.

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Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to https://businessethicsline.com/accenture/.

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Gmail

Lovepreet Singh <slovepreet796@gmail.com>

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Welcome aboard the exciting world of Infosys!

1 message

Talentacquisiton@infosys.com <Talentacquisiton@infosys.com> 29 November 2018 at 14:44
To: slovepreet796@gmail.com

Dear Mr. Lovepreet,

Thank-you for your interest in Infosys. Get a sneak peek into the exciting world of Infy by downloading **MyInfy App**.

MyInfy App is available on Google Play Store and iOS App Store. Alternatively, you can download it from the links given below:

Google Play Store - https://play.google.com/store/apps/details?id=com.InfosysIT.MyInfy&hl=en

iOS App Store - https://itunes.apple.com/us/app/myinfy/id1296925697?ls=1&mt=8

Please use your registered email ID with Infosys which is slovepreet796@gmail.com as username to login.

So what are you waiting for ? Go ahead, Explore! For any queries / suggestions pertaining to MyInfy App, do write to us at myinfyapp@infosys.com

Warm Regards,
Talent Acquisition – Infosys



Note : Any communication directed to the user via MyInfy App does not imply in any way that he/she has been selected for employment with Infosys.

This is an auto-generated email. Responses will not be monitored, kindly do not reply.

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Gmail Akash Deep <akashdeep3678@gmail.com>

Employee Information Form - Just Dial Ltd

1 message

Just Dial <hrchandigarh@justdial.com> Wed, Jan 30, 2019 at 5:57 PM
To: Akashdeep3678@gmail.com

Dear Akashdeep Singh,

Congratulations on your selection with Just Dial!!!
Please find below the link to view and download soft copy of your offer letter.

Offer letter Link : http://accounts.justdial.com/hire_services/hire/offer?id=5c51957cb3403

We Would request you to review the offer letter and send your acceptance at the earliest possible.

Once you accept the offer, please finish you pre-joining formalities immediately by clicking on the following link.

Note: Before clicking on the joining link please ensure to have the attached list of mandatory documents soft copies saved on your desktop for completing the formalities without any hassles.

Joining Formalities Link : ht tp://accounts.justdial.com/hire_services/hire/join?id=5c51957cb3403

(If clicking the above links doesn't seem to work you can copy and paste the link into your web browser address window or manually type it there.)

We are pleased that you will shortly be working with us and it is our hope that you will have a long and fruitful career with us.

Regards
HR Team-Chandigarh

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Candidate_Check_List.pdf
254K

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CSE-150040/150

Gmail

Nidhi Shukla <nidhishukla737@gmail.com>

Fwd: Introducing InfyTQ: A Learning and Engagement Platform for You!

1 message

Khushali Kapoor <kapoor.khushali07@gmail.com>
To: kapoor.khushali07@gmail.com, nidhishukla737@gmail.com

Fri, Jun 14, 2019 at 11:06 AM

---------- Forwarded message ---------
From: **Infosys** <TA_Vardha@infosys.com>
Date: Wed, Feb 20, 2019, 2:01 PM
Subject: Introducing InfyTQ: A Learning and Engagement Platform for You!
To: <kapoor.khushali07@gmail.com>

If you are having trouble reading this email, read the online version.



Dear Khushali,

It is our pleasure to introduce **InfyTQ**, by Infosys, a next-generation learning and engagement platform for engineering students in India, geared to help you increase your 'talent and technology quotient' and be industry-ready.

A pioneer in transforming fresh campus recruits into quality software professionals through its world-renowned training program, Infosys has developed InfyTQ for you to engage closely with the company while learning technologies that are relevant for you today and in the future.

With InfyTQ, you can benefit from the always-on, anytime-anywhere learning, catered through a continuous transfer of digital skills and expertise from the Infosys innovation ecosystem. Here's our press note with more details.

InfyTQ offers:

- Opportunity to learn and become industry-ready the Infosys way
- Growth stories and journey of your alumni at Infosys
- An inside view of all that is trending at Infosys
- A contest arena for you to have fun and win prizes.

If you are using our erstwhile MyInfy app, please upgrade the app from Google Play Store or uninstall the app and install the new InfyTQ app. To log in, please use your existing Lex Campus Connect username and password. If you have any trouble logging onto InfyTQ, please write to us

at infytq@infosys.com.

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Download the InfyTQ app from Google Play Store or visit the website to experience the platform and be the best of you with the best of who we are.

We would be happy to hear from you. Do write to us to share your feedback on InfyTQ.

Look forward to have you onboard.

Thanks and best regards,

Varadharaj V.
Vice President - Talent Acquisition
Infosys Limited

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CSE-155034/1507594

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Strictly Private and Confidential

03-Apr-2019

Jaskaran Singh
#10073/1A, Street No. 17-A, Kot Mangal Singh Nagar
9803701672

Dear Jaskaran,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 8faaa123-9489-41d3-a52b-46cdd11b4a77_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

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Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[insert full legal name]

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ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

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Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Strictly Private and Confidential

04-Mar-2019

Hargun Kaur Gill
111 R, Model Town, Near Sigh Sabha Guruduwara, Ludhiana, Punjab
8968750998

Dear Hargun,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 57971a62-8b92-4fa5-b654-0589007dc8f3_1
Signed By: Mohan Sekhar

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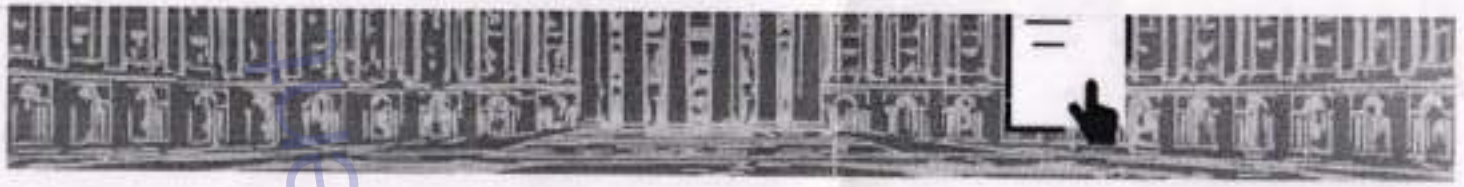
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Internship Sabudh
Newsletters

Hargun Kaur

sabudh's class of 18
10 Ishanka: Np:)

Manveen Kaur
You: https://anvix.org/pdf/1508.06570



Dear Hargun Kaur Gill ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our L been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learnin Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Ski** get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a w Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the asse fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit

Preview

CSE-155024/1507579

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RJIL/57611498/12467995/220319/1545 Date: 22 Mar 2019

Hargun Gill

111 R, Model Town,
Near Singh Sabha Guruduwara , Ludhiana,
Ludhiana, Punjab - 141002

Offer cum Appointment Letter

Dear **Hargun Gill**,

This is with reference to your application and subsequent test / interview you had with us, we are pleased to offer you employment in the **Manager Family** as **Assistant Manager** in the Job Role **Graduate Engineer Trainee** on the following terms and conditions:

01. PLACE OF POSTING:

Your initial posting will be at **Navi Mumbai**.

However, during employment with the Company , you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

You will join us as soon as possible but not later than **3 Jun 2019**.

02. COMPENSATION:

i.Fixed Pay: INR 3,19,865/-(INR THREE LAKH NINETEEN THOUSAND EIGHT HUNDRED SIXTY FIVE only) per annum

This includes Basic Salary and other allowances, benefits, perquisites etc as per the compensation policy of the company.

ii. Retirals : INR 20,147/-(INR TWENTY THOUSAND ONE HUNDRED FORTY SEVEN only) per annum

This includes Provident Fund and Gratuity/Ex-gratia (company's contribution @ 12% of Basic Salary, and 4.81% of Basic Salary, respectively).

Bonus: Payable as per Payment of Bonus Act

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Reliance Jio Infocomm Limited; CIN U72900GJ2007PLC105802
Registered Office: Office - 101, Saffron, Nr. Centre Point, Panchwati 5 Rasta, Ambawadi, Ahmedabad 380006, Gujarat, India
Tel no. 079 35600100, www.jio.com

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Offer: Computer Consultancy
Ref: TCSL/CT20161904024/Delhi
Date: 08/10/2018

Mr. Talwinder Singh
4c Shaheed Master Karnail Singh Nagar, Phase-3, Street No. 9, Pakhowal Road, Ludhiana,
Gumber Floor Mill,
Ludhiana-141013,
Punjab.
Tel# 91-8427707199

Dear Talwinder Singh,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**10,200/-** 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 ₹**4,080/-** 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 of ₹**6,270/-** 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.

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PERFORMANCE PAY

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

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

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

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

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CITY ALLOWANCE

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

OTHER BENEFITS

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

HIS offers the following benefits:

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

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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

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

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

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

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

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

Professional Memberships
You will be eligible for reimbursement of 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.

Gratuity

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

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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

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unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 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**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

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

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

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

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

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

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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

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under 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.

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.

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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 equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Strictly Private and Confidential

11-Apr-2019

Talwinder Singh
4C, Shaheed Master Karnail Singh Nagar, phase-3, street no. 9, pakhowal road, Ludhiana
9814994515

Dear Talwinder,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 09893e87-bc24-4df7-b740-879e1d6a7658_1
Signed By: Mohan Sekhar

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Gmail Shikha Nirwan <shikhanirwan479@gma...

Offer Acceptance : Thanks for your response

1 message

India.Recruiting@accenture.com <India.Recruiting@accenture.com> 17 April 2019 at 14:48
To: shikhanirwan479@gmail.com
Cc: notavailable@acoenture.com

17-Apr-2019

Shikha Nirwan
Candidate Id: C7915867
Unique Reference Number/Unique Id: 39ac3be9-7af3-4cb4-a8a7-135a11b698a8_1

Dear **Shikha Nirwan**,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

Please write to us at campus.queries@accenture.com for any queries.

Regards,
Campus Recruitment Team
Accenture in India.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.

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Offer Acceptance : Thanks for your response

1 message

India.Recruiting@accenture.com <India.Recruiting@accenture.com> Sat, Apr 13, 2019 at 4:40 PM
To: ankitakiran30@gmail.com
Cc: notavailable@accenture.com

13-Apr-2019

Ankita Ankita
Candidate Id: C7908494
Unique Reference Number/Unique Id: f69b9e70-da3f-44bd-b000-fcfea5e0fc10_1

Dear **Ankita Ankita**,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

Please write to us at campus.queries@accenture.com for any queries.

Regards,
Campus Recruitment Team
Accenture in India.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.

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Strictly Private and Confidential

28-Mar-2019

Kajal Trehan
B-1 820/1 Deep Nagar Jandu Chowk Civil Lines,Ludhiana
9878646944

Dear Kajal,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 511fd186-fd37-4d9a-a79e-4c7e69c060bc_1
Signed By: Mohan Sekhar

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Offer: Computer Consultancy
Ref: TCSL/CT20161903663/Delhi
Date: 08/10/2018

Ms. Kajal Trehan
B-1 820/1Deep Nagar Jandu Chowk,
Civil Lines,
Ludhiana-141001,
Punjab.
Tel# -

Dear Kajal Trehan,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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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TATA

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹10,200/-** 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 **₹4,080/-** 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 of **₹6,270/-** 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.

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TATA

PERFORMANCE PAY

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

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

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

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

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CITY ALLOWANCE

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

OTHER BENEFITS

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

HIS offers the following benefits:

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

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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

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

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

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

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

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

Professional Memberships
You will be eligible for reimbursement of 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.

Gratuity

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

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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

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unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 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**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

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

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

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

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

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

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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

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under 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.

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.

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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 equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Offer: Computer Consultancy
Ref: TCSL/CT20182364502/Delhi
Date: 08/10/2018

Mr. Shivam Gupta
Hno.7200/26,Streetno.1,Bawacolony,Durgapuri,Haibowal,Ludhiana1,
Haibowal,
Ludhiana-141001,
Punjab.
Tel# -

Dear Shivam Gupta,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Cyber Security Practise (CSP)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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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TATA

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹10,200/-** 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 **₹4,080/-** 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 of **₹6,270/-** 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.

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PERFORMANCE PAY

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

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

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

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CITY ALLOWANCE

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

OTHER BENEFITS

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

HIS offers the following benefits:

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

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

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

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

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

Professional Memberships
You will be eligible for reimbursement of 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.

Gratuity

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

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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.

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

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

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unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 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**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

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

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

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

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

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

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

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under 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.

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.

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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 equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 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.

20. Initial Learning Programme (ILP)

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.

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.

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.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

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

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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET

Annexure 1

Name	**Shivam Gupta**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Guru Nanak Dev Engineering College, Ludhiana**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** 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	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **Lead- Talent Acquisition** Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahsbalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555	Delhi **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai **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
Pune **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	Thiruvananthapuram **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**

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

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

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

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

(d) Customer and prospective customer lists, and

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

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2. **Retainer/Consultant's Obligations**

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

3. **Intellectual Property Rights**

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

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

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

6. **Security policies and Guidelines**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

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

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9. Equitable Rights

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

10. General

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

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

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

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

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

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

pdfelement

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Infosys
Navigate your next

HRD/FINALSEMTRG/2018/12656338

December 27, 2018

Simran Sohanpal,

Guru Nanak Dev Engineering College.

Dear Simran,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____ between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1.	Program Date	:	**January 28, 2019**
2.	Duration of the program	:	**16 Weeks**
3.	Location	:	**Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by designated Infosys personnel) and back to your university upon completion of the Program. Additionally, should you be required to travel between the Infosys offices located in different cities as part of your project, Infosys shall bear the cost of such travel. Your entitlements shall be communicated to you at that time.

pdfelement

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by the Company at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

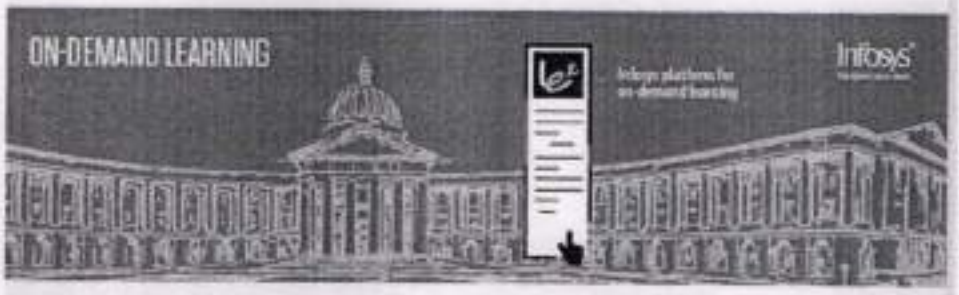
You would also be covered under the Personal Accident Insurance and Hospitalization Insurance of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with Infosys policies.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2018.12.27 15:32:12 +05:30
Reason: Internship Offer Letter
Location: Bangalore

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Dear Prabhjot Singh ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational**, **Technical Stream** and **Soft Skills**. Through **Lex**, you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of you joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payout

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** [redacted]
- **Password:** [redacted]

Keep learning! Keep winning!

Regards,

Vandhana V (Vandha)

VP - Talent Acquisition

Infosys Limited

pareleiment

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Gmail

Rohit Dogra <rohitdogra438@gmail.com>

Infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Vardha@infosys.com>
To: "rohitdogra438@gmail.com" <rohitdogra438@gmail.com>

Fri, Oct 26, 2018 at 9:45 AM



Dear Rohit ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

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For more information, please login here using the below credentials:

- **Login ID:** rohitdogra438@gmail.com
- **Password:** V7A1N4xw

Keep learning! Keep winning!

pdfelement

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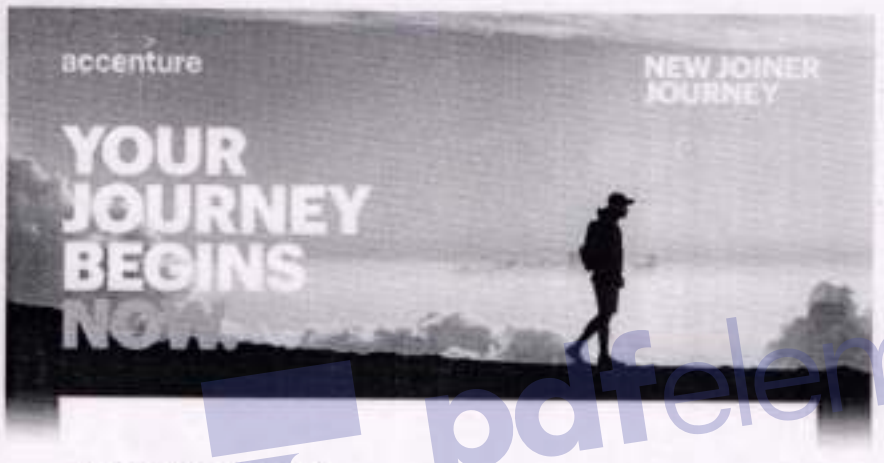
90% 11:25

Welcome To Accenture

Inbox

emailservice@acc... 18 May

to me



Hi Prabhjot Singh!
Congratulations on your decision to join Accenture!
We are very excited to have you join our team!

Your official start date might be days or even weeks away, but you do not have to wait to begin your journey with Accenture. You can get started right now.

Start by exploring **Countdown to Accenture** your personalized guide to learn what you can expect from your Accenture career. Login using your personal email address as the username. If you do not remember your password or if you are logging in for the first time and need to set up a password, click **here** to generate a new password per the instructions on the login page.

If you have any trouble viewing this invitation or accessing the link above, please visit the **Frequently Asked Questions** page.

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HRD/FINALSEMTRG/2018/12656053

December 27, 2018

Varinder Singh,

Guru Nanak Dev Engineering College,

Dear Varinder,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____ between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1.	Program Date	:	**January 28, 2019**
2.	Duration of the program	:	**16 Weeks**
3.	Location	:	**Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by designated Infosys personnel) and back to your university upon completion of the Program. Additionally, should you be required to travel between the Infosys offices located in different cities as part of your project, Infosys shall bear the cost of such travel. Your entitlements shall be communicated to you at that time.

pdfelement

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by the Company at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with Infosys policies.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2018.12.27 15:31:59 +05:30
Reason: Internship Offer Letter
Location: Bangalore

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Please note that the Training Agreement may be terminated by Infosys as per Clause 6 of the said Agreement.

Please sign and carry duplicate copy of this letter and the attached undertaking at the time of joining indicating your acceptance of these terms. You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,



RICHARD LOBO

EVP - Head HR

pdfelement

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HRD/3T/19-20/12656052 July 24, 2019

Mr. Udaivir Singh
Candidate ID: 12656052
H.No--264,
Govt. College Road
Hoshiarpur - 146001
Punjab
India
Ph: (91) 79865 26783

Dear Udaivir,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 9, 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.

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 - IV.

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HRD/3T/19-20/12656334

Mr. Sahil Singh
Candidate ID: 12656334
Vpo- Taragarh,
Pathankot
Pathankot - 143534
Punjab
India
Ph: (91) 99884 89110

July 24, 2019

Dear Sahil,

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: 2019.07.24 10:58:51 +05:30
Reason: Offer Letter
Location: Bangalore

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Snoozed
Sent
Drafts
More

No Hangouts contacts
Find someone

Dear Dashmeet Kaur,

Greetings from Infosys Limited!

Please find attached the Final Semester Project-cum-Training Program off same when you join us for the program on January 28, 2019. Please make before signing.

You are requested to report at Mysore on 27th Jan itself.

Following are the points to be noted

Point 1- The signed on date in Para 1 in the offer letter should match with

Point 2- Please sign on all pages with the name and date below.

Point 3- Please write your name in Block Letters and sign the undertaking

Point 4- Pan card is mandatory for processing your stipend.

Point 5- Please carry any government photo ID s like Driving License / Pas

Should you have any queries please revert to us at finalsem_trg@infosys.c please send mail to offer_response@infosys.com.

Regards,
Team HRD

pdfelement

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Search mail

Dear Dashmeet Kaur,

Greetings from Infosys Limited!

Please find attached the Final Semester Project-cum-Training Program offer letter. You are same when you join us for the program on January 28, 2019. Please make sure that you re before signing.

You are requested to report at Mysore on 27th Jan itself.

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Point 2- Please sign on all pages with the name and date below.

Point 3- Please write your name in Block Letters and sign the undertaking and carry a copy

Point 4- Pan card is mandatory for processing your stipend.

Point 5- Please carry any government photo ID s like Driving License / Passport/ Voter s ID.

Should you have any queries please revert to us at finalsem_trg@infosys.com and Issues r please send mail to offer_mysore@infosys.com

Regards,
Team HRD

No Hi
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HRD/FINALSEMTRG/2018/12656056

December 27, 2018

Awadhesh Kumar.

Guru Nanak Dev Engineering College.

Dear Awadhesh,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

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2.	Duration of the program	:	**16 Weeks**
3.	Location	:	**Mysore, India**

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pdfelement

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by the Company at no charge for the entire duration of the Program**
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Digitally signed by RICHARD LOBO
Date: 2018.12.27 15:32:02 +05:30
Reason: Internship Offer Letter
Location: Bangalore

CSE-155013/1507561

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Hewlett Packard Enterprise

6 Dec, 2018

Bipinjot Kaur Hara

,

Dear Bipinjot Kaur Hara,

We are pleased to inform you that you have been selected for training with Hewlett Packard Enterprise GlobalSoft Pvt. Ltd. ("HPE" or the "Company") from 17 Jan, 2019 to 14 Jun, 2019 for a period of 5 Months under the guidance and supervision of Moinuddin Sheriff A.Y.K. Your location would be Bangalore, Karnataka.

1. During the tenure of the project, you will be paid a stipend of Rs.15,500 per month. The payment of stipend shall depend on your unconditional presence at any location that may be stipulated herein above.
2. It is clearly understood that you are not in any manner providing any service to HPE and that the payment of stipend shall not in any manner be construed or deemed to be consideration for services rendered by you.
3. You will not be entitled to any statutory benefits of otherwise to which a regular employee of the company is entitled.
4. You will be entitled for 12 days leave per annum, weekly holidays and such other holidays declared by the Company.
5. During your training with the company you shall be bound by the company's rules and regulation applicable from time to time and any violation to this will result in immediate termination of your training.
6. During your training with the company you may come across certain confidential information related to the business of the company, any such information you shall not use or disclose to others or any third party in any circumstances.
7. You shall not publish your research / project report and about the company in any form in mass media and the same is to be treated strictly for academic purpose only.
8. You shall maintain utmost confidentiality on any information that you acquire during the project and sign the enclosed confidentiality agreement on or before the start of training period.
9. You shall not, during the period of your project study at HPE, copy, duplicate, decompile or translate any intellectual property of HPE without appropriate authorization. You shall not take out any intellectual property belonging to HPE, outside the work place or HPE's premises, without appropriate authorization from the supervisor.
10. You shall be obligated to compensate HPE appropriately, in the event you cause any loss or damage to any property that is owned or leased by HPE, during the training period.
11. It is expressly understood and agreed by and between us that the company shall in no way be liable /responsible for any injuries/ impairment in health arising during your training period.

pdfelement

FOR Company

Shalini Dutta

APJ Technology & Services Talent Acquisition Manager

FOR Employee

Name: Bipinjot Kaur Hara

Signature: _____

Date: _____

CSE-155107/150751

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Infosys
Navigate your next

HRD/FINALSEMTRG/2018/12655966

December 27, 2018

Shivam Goyal,

Guru Nanak Dev Engineering College.

Dear Shivam,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____ between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

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3. Location : **Mysore, India**

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Digitally signed by RICHARD LOBO
Date: 2018.12.27 15:31:49 +05:30
Reason: Internship Offer Letter
Location: Bangalore

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HRD/FINALSEMTRG/2018/12656340

December 27, 2018

Tanvi Garg.

Guru Nanak Dev Engineering College.

Dear Tanvi,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____ between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

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Digitally signed by RICHARD LOBO
Date: 2018.12.27 15:32:14 +05:30
Reason: Internship Offer Letter
Location: Bangalore

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Gmail

Aaishwarya Bansal <aaishubansal@gmail.com>

Congrats! Offer From Accenture

1 message

campus.offerletter@accenture.com <campus.offerletter@accenture.com> Thu, Mar 7, 2019 at 6:36 AM
To: aaishubansal@gmail.com

07-Mar-2019

Aaishwarya Bansal
CANDIDATE ID:C7826102
UNIQUE REFERENCE NUMBER/UNIQUE ID:14dd2656-c0ae-4013-bdad-005e887da9e4_1

Dear **Aaishwarya Bansal**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter
- Click on this link https://india.jobs.accenture.com/default.aspx and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents
- You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 03/07/2019 and inform your decision, By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any other queries,please write to campus.queries@accenture.com.

Regards,
Campus Recruitment Team - Accenture India.

Accenture Disclaimer

++++++++++++++++++++++++++++++

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.
Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to https://businessethicsline.com/accenture/.

++++++++++++++++++++++++++++++

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HRD/FINALSEMTRG/2018/12656336

December 27, 2018

Shivam Gupta,

Guru Nanak Dev Engineering College.

Dear Shivam,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **January 28, 2019**
2. Duration of the program : **16 Weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by designated Infosys personnel) and back to your university upon completion of the Program. Additionally, should you be required to travel between the Infosys offices located in different cities as part of your project, Infosys shall bear the cost of such travel. Your entitlements shall be communicated to you at that time.

pdfelement

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by the Company at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with Infosys policies.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2018.12.27 15:32:10 +05:30
Reason: Internship Offer Letter
Location: Bangalore

Remove Watermark Now

Infosys
Navigate your next

Please note that the Training Agreement may be terminated by Infosys as per Clause 6 of the said Agreement.

Please sign and carry duplicate copy of this letter and the attached undertaking at the time of joining indicating your acceptance of these terms. You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,



RICHARD LOBO

EVP - Head HR

pdfelement

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Navigate your next

Dear Shivam,

We would like to ensure that you are updated on a few things in order that your assignment with Infosys is productive and enjoyable.

You will be required to report at the following address:

Infosys Limited

Offshore Development Centre

Hebbal Electronics City, Hootagalli,

Mysore - 571186, INDIA

You are expected to arrive at our Mysore campus a day before your joining date and accommodation will be provided from then on. Please note that accommodation will be provided only for you from a day before your joining date. In case any of your family members accompany you then they will have to arrange for their accommodation outside the campus at their own expense.

You will be given an access card for the duration of your Program in order that your movements within the premises are not curtailed. You are expected to carry it at all times.

You are required to work from Monday through Saturday as per the regular working hours of Infosys which will be communicated to you at the time of joining.

At the end of the Program, you will be required to make a presentation on your project and hand over a copy of your project report to your Project Mentor.

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Infosys Dress Code

1) For Gentlemen:

Mondays and Tuesdays:

You are expected to dress in business formals, i.e., a full-sleeved shirt, formal trousers, formal shoes and a tie.

Note: Do not remove the tie once you enter the campus.

Wednesdays and Thursdays:

You may opt to wear a full / half-sleeved formal shirt, but formal trousers and formal shoes (brown, black or tan) are a must.

Fridays and Saturdays:

You may opt to wear jeans, a t-shirt, and sports shoes. However shorts, slippers, sandals / slippers are not considered appropriate on all working days.

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2) For Ladies:

Monday to Thursday:

You are expected to dress in western business formals, saree or salwar / churidar-kameez.

Fridays and Saturdays:

You may opt to wear jeans and a t-shirt. However shorts, slippers, sandals / slippers are not considered appropriate on all working days.

UNDERTAKING

I, _____, do hereby agree to abide by the policies, rules and regulations governing employees of Infosys in their conduct and those specified in the Standing Orders. I acknowledge and agree that Infosys has no liability and responsibility for all acts or omissions by me that are in violation of any law, guideline, rule or regulation during the period of the Program.

Signature :

Name :

Date :

pdfelement

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TRAINING AGREEMENT

This Agreement is made as of _____(the "Effective Date") between Infosys Limited, a corporation organized and existing under the laws of India and having its primary place of business at 44 Electronics City, Hosur Road, Bangalore 560 100, India and its Affiliates ("Infosys" hereafter) represented by

AND

_____ ("Trainee" hereafter), Son/Daughter of _____, and a permanent resident of _____

_____

WHEREAS Infosys is a reputed Indian company operating globally and engaged in the business of development of solutions for Information Technologies & the Information Technologies Enabled Services sector; and

WHEREAS the Trainee is desirous of completing his/her Project at the designated Infosys Campus and receiving formal, effective, technical and practical training from Infosys enabling him/her to independently function as a competent professional of the Information Technology sector ("**Program**" hereafter) after completing his/her graduation course and thereby becoming commercially viable to any organization that he/she wishes to join by meeting the business needs, parameters, standards and efficiency levels required by the organization.

WHEREAS the Trainee is aware that the Program would comprise of courses, modules, prescribed programs by Infosys which involves the expenditure of substantial sums of money by Infosys in the form of substantial costs, expenses, man hours spent in imparting the training ("Fees" hereafter); and

NOW THEREFORE, for and in consideration of the mutual agreements and covenants hereafter set forth, the parties hereto agree as follows:

1. DEFINITIONS:

1.1 "Affiliate" of Infosys shall mean a person or entity directly or indirectly controlling, controlled by, or under common control with Infosys. "Control" for the purposes of this clause shall mean with respect to any person or entity, the right to exercise or cause the exercise of at least fifty per cent (50%) or more of the voting rights in such person or entity.

1.2 "Agreement" shall mean this agreement between Infosys and the Trainee.

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1.3 "College Authorities" shall mean and include the principal and/or registrar and/or any other designated personnel of _____ _____ who are authorized to issue permission(s) to the Trainee to participate in the Program.

1.4 "Confidential Information" shall include, but is not limited to (i) all forms of information provided to the Trainee as per the prescribed module or otherwise, during the Program; and (ii) includes trade secrets or other information relating to the affairs, finances, business practices, clients, connections or business plans of the Infosys to which the Trainee gains access in the duration of the Program, but does not include information or knowledge which has come into the public domain.

1.5 "Date of Joining Confirmation Letter" shall mean the letter issued by Infosys after the Offer Letter informing the Trainee of the details of his/her joining Infosys as an employee.

1.6 "Employee Handbook" shall mean the employee handbook applicable to all employees of Infosys during the entire tenure of their employment.

1.7 "Fees" shall include the meaning ascribed to it in Clause 3.1.

1.8 "Misconduct" shall, for the purpose of this Agreement, would have the same meaning ascribed to it in the Standing Orders of Infosys.

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1.9 "Infosys Campus" shall mean any development centre and/or office premises Infosys.

1.10 "Offer Letter" shall mean the letter given to the Trainee providing him/her with an offer to join Infosys after the successful completion of the Program as a full-time employee in the capacity of a systems engineer, subject to terms and conditions contained in the offer letter.

1.11 "Project" shall mean the mandatory final semester college project work as part of his/her curriculum in his/her college.

1.12 "Program" shall include the meaning ascribed to it in Clause 2.

1.13 "Standing Orders" shall mean the Standing Orders issued by Infosys (applicable to all its employees) in accordance with Section 7 of the Industrial Employment (Standing Orders) Act 1946.

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2. PROGRAM:

2.1 The Program would commence from **January 28, 2019**

2.2 The Program would be conducted at any designated Infosys Campus, and such information shall be provided to you separately by authorized Infosys personnel.

2.3 The Program would comprise of a technical project(s) where the Trainee would be allocated to a team mentored by project managers and programmer analysts of Infosys.

2.4 The Program may require the Trainee to work with the latest tools, technologies and frameworks used in and by Infosys and/or used in the Information Technology sector globally.

2.5 The Program may require the Trainee to undergo the entry level training program prevalent at any Infosys Campus.

2.6 The Program will require the Trainee to be assessed on his soft skills by relevant personnel designated by Infosys.

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3. FEES

3.1 The Fees for the Program imparted to the Trainee would be an amount of INR 25,000/- (Rupees Twenty Five Thousand only).

3.2 The Trainee agrees that he/she shall be liable to pay Infosys all costs and expenses incurred in or connected with training as stipulated in clause 3.1 of this Agreement, in the event of –

3.2.1 Not joining Infosys as an employee after an Offer of employment has been extended by Infosys to the Trainee; or

3.2.2 The Trainee has become ineligible for employment by Infosys due to non-fulfillment of the terms and conditions of the Offer Letter.

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4. INFOSYS' OBLIGATIONS

4.1 Infosys shall ensure that the Trainee is given every possible opportunity to complete his/her Project during the course of the Program.

4.2 For the above-mentioned completion of the Trainee's Project, Infosys shall allow the Trainee extensive use of the facilities which were ordinarily available to the Trainee during the Program.

4.3 Infosys shall provide for free accommodation within the designated Infosys Campus to the Trainee for the duration of the Program.

5. TRAINEE'S OBLIGATIONS

5.1 The Trainee, during the course of the Program, would have to follow all rules and regulations and all company policies that would normally be applicable to any other employee of Infosys.

5.2 The Trainee shall attend the full duration of the Program and shall be granted leave of absence at the sole discretion of Infosys.

5.3 The Trainee shall faithfully and diligently undergo and imbibe the Program strictly in a manner prescribed by Infosys.

5.4 The Trainee shall not commit any act(s) of misconduct, indiscipline, refusal to obey orders or any other act(s) which impedes the process of the Program.

5.5 The Trainee shall not disclose any Confidential Information to any party without the prior written approval of Infosys.

5.6 Notwithstanding any other provision of this Agreement, the Trainee shall be required to follow a 6 (six) day working week as part of the Program.

6. TERMINATION BY INFOSYS

6.1 Infosys has the right to terminate this Agreement at any point of time if the Trainee is found to commit an act of Misconduct.

6.2 Infosys has the right to terminate this Agreement with immediate effect at its own discretion without assigning any cause or reason thereof.

6.3 Infosys has the right to terminate this Agreement with immediate effect if the Trainee is found to disclose any Confidential Information to any party without its prior written approval to the same.

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6.4 Any intimation of termination of this Agreement by Infosys shall be in writing and shall be signed by a manager/officer of Infosys generally or specifically authorized in that behalf and shall be issued to the Trainee concerned.

7. TERMINATION BY TRAINEE

7.1 The Trainee has the right to terminate this Agreement if the Program does not commence by **January 28, 2019**.

8. CONSEQUENCES OF TERMINATION:

8.1 Upon termination of this Agreement by Infosys on any ground(s) as per Clauses 6.1 and 6.3 of this Agreement, the Trainee shall be obliged to:

8.1.1 Pay the Fees as per Clause 3.1 of this Agreement;

8.1.2 Return all tangible forms of Confidential Information to Infosys.

8.1.3 Leave the designated Infosys Campus with immediate effect.

8.2 Upon termination of this Agreement by Trainee as per Clause 7.1 of this Agreement, the Trainee shall be obliged to:

8.2.1 Return all tangible forms of Confidential Information to Infosys.

8.2.2 Leave the designated Infosys Campus with immediate effect, if the Trainee is already in Infosys Campus.

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9. REPRESENTATIONS AND WARRANTIES:

9.1 The Trainee fully understands the implications and obligations contained in this Agreement and have no objection(s) thereto.

9.2 The Trainee represents that he/she has acquired all relevant/requisite permission(s) from College Authorities in order to participate in this Program and that the College Authorities fully understand the implication(s) of this Agreement and have no objection(s) thereto.

9.3 The Trainee shall use his/her best endeavors to complete his/her Project and in the event of his/her not completing the Project, shall not hold Infosys liable thereto.

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10. GENERAL PROVISIONS

10.1 Non-Waiver and Amendment: No amendment, alteration, or modification, of this Agreement shall be binding unless made in writing and signed by both Infosys and Trainee. The failure of either Infosys or Trainee at any time or times to require performance of any provision hereof shall in no manner affect the right at a later time to enforce such provision.

10.2 Force Majeure: Neither party shall be liable to the other for any delay or failure to perform its obligations under this Agreement as a result of natural disasters, actions or decrees of governmental bodies, communication line failures not the fault of the affected party, or any other delay or failure which arises from causes beyond a party's reasonable control (hereafter referred to as a "Force Majeure Event"). If a Force Majeure Event arises, the party whose performance has been so affected shall immediately give notice to the other party and shall do everything reasonably possible to resume performance. Upon receipt of such notice, this Agreement shall be immediately suspended. If the period of nonperformance exceeds fifteen (15) days from the receipt of notice of the Force Majeure Event, the party whose ability to perform has not been so affected may by giving written notice, terminate this Agreement.

10.3 Assignment: Infosys shall have the sole right to assign or subcontract any of its rights or obligations under this Agreement. If any of its obligations under this Agreement are assigned or subcontracted, Infosys shall take reasonable steps to ensure that its assignee or subcontractor observe and enforce the confidentiality requirements of this Agreement. The Trainee shall not assign any of its rights or obligations under this Agreement. Any assignment in contravention of these terms and conditions shall be null and void.

pdfelement

10.4 Severability: If a court or an arbitrator of competent jurisdiction holds any provision of this Agreement to be illegal, unenforceable, or invalid in whole or in part for any reason, the validity and enforceability of the remaining provision, or portions of them, will not be affected.

10.5 Governing Law: This Agreement, and any dispute arising from the relationship between the parties to this Agreement, shall be governed by laws of India.

10.6 Any rule of construction to the effect that ambiguities are to be resolved against the drafting party shall not apply in interpreting this Agreement.

10.7 For the avoidance of doubt, this Agreement shall be effective only when signed by both parties.

10.8 Counterparts: This Agreement may be executed in any number of counterparts, each of which shall be an original, but all of which together shall constitute one instrument.

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10.9 This Agreement, including any annexure attached hereto, sets forth the entire agreement and understanding of Infosys and the Trainee with respect to the subject matter hereof, and supersedes all prior oral and written agreements, understandings, representations, conditions and all other communications relating thereto.

10.10 Headings: The section headings used in this Agreement are intended for convenience only and shall not be used in interpreting this Agreement or in determining any of the rights or obligations of the parties to this Agreement.

Yours truly,

RICHARD LOBO
EVP - Head HR

Accepted:

_____
[Shivam Gupta]

Date:_____

pdfelement

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Infosys
Navigate your next

HRD/FINALSEMTRG/2018/12656333

December 27, 2018

Prajwal Pant.

Guru Nanak Dev Engineering College.

Dear Prajwal,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____ between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date	:	**January 28, 2019**
2. Duration of the program	:	**16 Weeks**
3. Location	:	**Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by designated Infosys personnel) and back to your university upon completion of the Program. Additionally, should you be required to travel between the Infosys offices located in different cities as part of your project, Infosys shall bear the cost of such travel. Your entitlements shall be communicated to you at that time.

pdfelement

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by the Company at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

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Digitally signed by RICHARD LOBO
Date: 2018.12.27 15:32:07 +05:30
Reason: Internship Offer Letter
Location: Bangalore

Remove Watermark Now

Infosys
Navigate your next

Please note that the Training Agreement may be terminated by Infosys as per Clause 6 of the said Agreement.

Please sign and carry duplicate copy of this letter and the attached undertaking at the time of joining indicating your acceptance of these terms. You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,



RICHARD LOBO

EVP - Head HR

pdfelement

Remove Watermark Now

Infosys

HRD/FINALSEMTRG/2018/12656339

December 27, 2018

Swati Wasal

Guru Nanak Dev Engineering College

Dear Swati,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____ between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

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pdfelement

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Digitally signed by RICHARD LORO
Date: 2018.12.27 15:32:13 +05:30
Reason: Internship Offer Letter
Location: Bangalore

Remove Watermark Now

Infosys
Navigate your next

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Thanking you,

Yours sincerely,

RICHARD LOBO

EVP - Head HR

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Infosys
Navigate your next

HRD/FINALSEMTRG/2018/12656343

December 27, 2018

Heena .

Guru Nanak Dev Engineering College.

Dear Heena,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

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Digitally signed by RICHARD LOBO
Date: 2018.12.27 15:32:17 +05:30
Reason: Internship Offer Letter
Location: Bangalore

Remove Watermark Now

Gmail TarlocHan SinGh <tarlochans002@gmail.com>

Infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Vardha@infosys.com> Fri, Oct 26, 2018 at 9:51 AM
To: "tarlochans002@gmail.com" <tarlochans002@gmail.com>



Dear Tarlochan Singh ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

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The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID: tarlochans002@gmail.com**
- **Password:** [redacted]

Keep learning! Keep winning!

Regards,

Remove Watermark Now

Varadharaj V (Vardha)
VP - Talent Acquisition

Infosys Limited

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pdfelement

Gmail Sugandha Sharma <sugandhasharma2625@gm

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Offer Acceptance : Thanks for your response

1 message

India.Recruiting@accenture.com <India.Recruiting@accenture.com> Wed, Apr 17, 2019 at 6:40 PM
To: sugandhasharma2625@gmail.com
Cc: notavailable@accenture.com

17-Apr-2019

Sugandha Sharma
Candidate Id: C7890277
Unique Reference Number/Unique Id: 3fd98af1-3851-45d3-96b6-ef86d4e06945_1

Dear **Sugandha Sharma**,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

Please write to us at campus.queries@accenture.com for any queries.

Regards,
Campus Recruitment Team
Accenture in India.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at https://www.accenture.com/us-en/privacy-policy.

www.accenture.com

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Infosys
Navigate your next

HRD/FINALSEMTRG/2018/12656046

December 27, 2018

Sanket Kumar Srivastava.

Guru Nanak Dev Engineering College.

Dear Sanket,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

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Digitally signed by RICHARD LOBO
Date: 2018.12.27 15:31:53 +05:30
Reason: Internship Offer Letter
Location: Bangalore

Remove Watermark Now

Infosys
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Please note that the Training Agreement may be terminated by Infosys as per Clause 6 of the said Agreement.

Please sign and carry duplicate copy of this letter and the attached undertaking at the time of joining indicating your acceptance of these terms. You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,



RICHARD LOBO
EVP - Head HR

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Dear Sanket,

We would like to ensure that you are updated on a few things in order that your assignment with Infosys is productive and enjoyable.

You will be required to report at the following address:

Infosys Limited

Offshore Development Centre

Hebbal Electronics City, Hootagalli,

Mysore - 571186, INDIA

You are expected to arrive at our Mysore campus a day before your joining date and accommodation will be provided from then on. Please note that accommodation will be provided only for you from a day before your joining date. In case any of your family members accompany you then they will have to arrange for their accommodation outside the campus at their own expense.

You will be given an access card for the duration of your Program in order that your movements within the premises are not curtailed. You are expected to carry it at all times.

You are required to work from Monday through Saturday as per the regular working hours of Infosys which will be communicated to you at the time of joining.

At the end of the Program, you will be required to make a presentation on your project and hand over a copy of your project report to your Project Mentor.

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Infosys Dress Code

1) For Gentlemen:

Mondays and Tuesdays:

You are expected to dress in business formals, i.e., a full-sleeved shirt, formal trousers, formal shoes and a tie.

Note: Do not remove the tie once you enter the campus.

Wednesdays and Thursdays:

You may opt to wear a full / half-sleeved formal shirt, but formal trousers and formal shoes (brown, black or tan) are a must.

Fridays and Saturdays:

You may opt to wear jeans, a t-shirt, and sports shoes. However shorts, slippers, sandals / slippers are not considered appropriate on all working days.

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2) For Ladies:

Monday to Thursday:

You are expected to dress in western business formals, saree or salwar / churidar-kameez.

Fridays and Saturdays:

You may opt to wear jeans and a t-shirt. However shorts, slippers, sandals / slippers are not considered appropriate on all working days.

UNDERTAKING

I, _____, do hereby agree to abide by the policies, rules and regulations governing employees of Infosys in their conduct and those specified in the Standing Orders. I acknowledge and agree that Infosys has no liability and responsibility for all acts or omissions by me that are in violation of any law, guideline, rule or regulation during the period of the Program.

Signature :

Name :

Date :

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TRAINING AGREEMENT

This Agreement is made as of _____(the "Effective Date") between Infosys Limited, a corporation organized and existing under the laws of India and having its primary place of business at 44 Electronics City, Hosur Road, Bangalore 560 100, India and its Affiliates ("Infosys" hereafter) represented by

AND

_____ ("Trainee" hereafter), Son/Daughter of _____, and a permanent resident of _____

_____

WHEREAS Infosys is a reputed Indian company operating globally and engaged in the business of development of solutions for Information Technologies & the Information Technologies Enabled Services sector; and

WHEREAS the Trainee is desirous of completing his/her Project at the designated Infosys Campus and receiving formal, effective, technical and practical training from Infosys enabling him/her to independently function as a competent professional of the Information Technology sector ("**Program**" hereafter) after completing his/her graduation course and thereby becoming commercially viable to any organization that he/she wishes to join by meeting the business needs, parameters, standards and efficiency levels required by the organization.

WHEREAS the Trainee is aware that the Program would comprise of courses, modules, prescribed programs by Infosys which involves the expenditure of substantial sums of money by Infosys in the form of substantial costs, expenses, man hours spent in imparting the training ("Fees" hereafter); and

NOW THEREFORE, for and in consideration of the mutual agreements and covenants hereafter set forth, the parties hereto agree as follows:

1. DEFINITIONS:

1.1 "Affiliate" of Infosys shall mean a person or entity directly or indirectly controlling, controlled by, or under common control with Infosys. "Control" for the purposes of this clause shall mean with respect to any person or entity, the right to exercise or cause the exercise of at least fifty per cent (50%) or more of the voting rights in such person or entity.

1.2 "Agreement" shall mean this agreement between Infosys and the Trainee.

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1.3 "College Authorities" shall mean and include the principal and/or registrar and/or any other designated personnel of _____ who are authorized to issue permission(s) to the Trainee to participate in the Program.

1.4 "Confidential Information" shall include, but is not limited to (i) all forms of information provided to the Trainee as per the prescribed module or otherwise, during the Program; and (ii) includes trade secrets or other information relating to the affairs, finances, business practices, clients, connections or business plans of the Infosys to which the Trainee gains access in the duration of the Program, but does not include information or knowledge which has come into the public domain.

1.5 "Date of Joining Confirmation Letter" shall mean the letter issued by Infosys after the Offer Letter informing the Trainee of the details of his/her joining Infosys as an employee.

1.6 "Employee Handbook" shall mean the employee handbook applicable to all employees of Infosys during the entire tenure of their employment.

1.7 "Fees" shall include the meaning ascribed to it in Clause 3.1.

1.8 "Misconduct" shall, for the purpose of this Agreement, would have the same meaning ascribed to it in the Standing Orders of Infosys

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1.9 "Infosys Campus" shall mean any development centre and/or office premises Infosys.

1.10 "Offer Letter" shall mean the letter given to the Trainee providing him/her with an offer to join Infosys after the successful completion of the Program as a full-time employee in the capacity of a systems engineer, subject to terms and conditions contained in the offer letter.

1.11 "Project" shall mean the mandatory final semester college project work as part of his/her curriculum in his/her college.

1.12 "Program" shall include the meaning ascribed to it in Clause 2.

1.13 "Standing Orders" shall mean the Standing Orders issued by Infosys (applicable to all its employees) in accordance with Section 7 of the Industrial Employment (Standing Orders) Act 1946.

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2. PROGRAM:

2.1 The Program would commence from **January 28, 2019**

2.2 The Program would be conducted at any designated Infosys Campus, and such information shall be provided to you separately by authorized Infosys personnel.

2.3 The Program would comprise of a technical project(s) where the Trainee would be allocated to a team mentored by project managers and programmer analysts of Infosys.

2.4 The Program may require the Trainee to work with the latest tools, technologies and frameworks used in and by Infosys and/or used in the Information Technology sector globally.

2.5 The Program may require the Trainee to undergo the entry level training program prevalent at any Infosys Campus.

2.6 The Program will require the Trainee to be assessed on his soft skills by relevant personnel designated by Infosys.

3. FEES

3.1 The Fees for the Program imparted to the Trainee would be an amount of INR 25,000/- (Rupees Twenty Five Thousand only).

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3.2 The Trainee agrees that he/she shall be liable to pay Infosys all costs and expenses incurred in or connected with training as stipulated in clause 3.1 of this Agreement, in the event of –

3.2.1 Not joining Infosys as an employee after an Offer of employment has been extended by Infosys to the Trainee; or

3.2.2 The Trainee has become ineligible for employment by Infosys due to non-fulfillment of the terms and conditions of the Offer Letter.

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4. INFOSYS' OBLIGATIONS

4.1 Infosys shall ensure that the Trainee is given every possible opportunity to complete his/her Project during the course of the Program.

4.2 For the above-mentioned completion of the Trainee's Project, Infosys shall allow the Trainee extensive use of the facilities which were ordinarily available to the Trainee during the Program.

4.3 Infosys shall provide for free accommodation within the designated Infosys Campus to the Trainee for the duration of the Program.

5. TRAINEE'S OBLIGATIONS

5.1 The Trainee, during the course of the Program, would have to follow all rules and regulations and all company policies that would normally be applicable to any other employee of Infosys.

5.2 The Trainee shall attend the full duration of the Program and shall be granted leave of absence at the sole discretion of Infosys.

5.3 The Trainee shall faithfully and diligently undergo and imbibe the Program strictly in a manner prescribed by Infosys.

5.4 The Trainee shall not commit any act(s) of misconduct, indiscipline, refusal to obey orders or any other act(s) which impedes the process of the Program.

5.5 The Trainee shall not disclose any Confidential Information to any party without the prior written approval of Infosys.

5.6 Notwithstanding any other provision of this Agreement, the Trainee shall be required to follow a 6 (six) day working week as part of the Program.

6. TERMINATION BY INFOSYS

6.1 Infosys has the right to terminate this Agreement at any point of time if the Trainee is found to commit an act of Misconduct.

6.2 Infosys has the right to terminate this Agreement with immediate effect at its own discretion without assigning any cause or reason thereof.

6.3 Infosys has the right to terminate this Agreement with immediate effect if the Trainee is found to disclose any Confidential Information to any party without its prior written approval to the same.

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6.4 Any intimation of termination of this Agreement by Infosys shall be in writing and shall be signed by a manager/officer of Infosys generally or specifically authorized in that behalf and shall be issued to the Trainee concerned.

7. TERMINATION BY TRAINEE

7.1 The Trainee has the right to terminate this Agreement if the Program does not commence by **January 28, 2019**.

8. CONSEQUENCES OF TERMINATION:

8.1 Upon termination of this Agreement by Infosys on any ground(s) as per Clauses 6.1 and 6.3 of this Agreement, the Trainee shall be obliged to:

8.1.1 Pay the Fees as per Clause 3.1 of this Agreement;

8.1.2 Return all tangible forms of Confidential Information to Infosys.

8.1.3 Leave the designated Infosys Campus with immediate effect.

8.2 Upon termination of this Agreement by Trainee as per Clause 7.1 of this Agreement, the Trainee shall be obliged to:

8.2.1 Return all tangible forms of Confidential Information to Infosys.

8.2.2 Leave the designated Infosys Campus with immediate effect, if the Trainee is already in Infosys Campus.

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9. REPRESENTATIONS AND WARRANTIES:

9.1 The Trainee fully understands the implications and obligations contained in this Agreement and have no objection(s) thereto.

9.2 The Trainee represents that he/she has acquired all relevant/requisite permission(s) from College Authorities in order to participate in this Program and that the College Authorities fully understand the implication(s) of this Agreement and have no objection(s) thereto.

9.3 The Trainee shall use his/her best endeavors to complete his/her Project and in the event of his/her not completing the Project, shall not hold Infosys liable thereto.

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10. GENERAL PROVISIONS

10.1 Non-Waiver and Amendment: No amendment, alteration, or modification, of this Agreement shall be binding unless made in writing and signed by both Infosys and Trainee. The failure of either Infosys or Trainee at any time or times to require performance of any provision hereof shall in no manner affect the right at a later time to enforce such provision.

10.2 Force Majeure: Neither party shall be liable to the other for any delay or failure to perform its obligations under this Agreement as a result of natural disasters, actions or decrees of governmental bodies, communication line failures not the fault of the affected party, or any other delay or failure which arises from causes beyond a party's reasonable control (hereafter referred to as a "Force Majeure Event"). If a Force Majeure Event arises, the party whose performance has been so affected shall immediately give notice to the other party and shall do everything reasonably possible to resume performance. Upon receipt of such notice, this Agreement shall be immediately suspended. If the period of nonperformance exceeds fifteen (15) days from the receipt of notice of the Force Majeure Event, the party whose ability to perform has not been so affected may by giving written notice, terminate this Agreement.

10.3 Assignment: Infosys shall have the sole right to assign or subcontract any of its rights or obligations under this Agreement. If any of its obligations under this Agreement are assigned or subcontracted, Infosys shall take reasonable steps to ensure that its assignee or subcontractor observe and enforce the confidentiality requirements of this Agreement. The Trainee shall not assign any of its rights or obligations under this Agreement. Any assignment in contravention of these terms and conditions shall be null and void.

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10.4 Severability: If a court or an arbitrator of competent jurisdiction holds any provision of this Agreement to be illegal, unenforceable, or invalid in whole or in part for any reason, the validity and enforceability of the remaining provision, or portions of them, will not be affected.

10.5 Governing Law: This Agreement, and any dispute arising from the relationship between the parties to this Agreement, shall be governed by laws of India.

10.6 Any rule of construction to the effect that ambiguities are to be resolved against the drafting party shall not apply in interpreting this Agreement.

10.7 For the avoidance of doubt, this Agreement shall be effective only when signed by both parties.

10.8 Counterparts: This Agreement may be executed in any number of counterparts, each of which shall be an original, but all of which together shall constitute one instrument.

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10.9 This Agreement, including any annexure attached hereto, sets forth the entire agreement and understanding of Infosys and the Trainee with respect to the subject matter hereof, and supersedes all prior oral and written agreements, understandings, representations, conditions and all other communications relating thereto.

10.10 Headings: The section headings used in this Agreement are intended for convenience only and shall not be used in interpreting this Agreement or in determining any of the rights or obligations of the parties to this Agreement.

Yours truly,

RICHARD LOBO
EVP - Head HR

Accepted:

_____
[Sanket Kumar Srivastava]

Date:_____

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TATA

Offer: Computer Consultancy
Ref: TCSL/DT20184227288/Delhi
Date: 08/10/2018

Ms. Aaishwarya Bansal
534/3, Park StreetCivil Lines,
College Road,
Ludhiana-141001,
Punjab.
Tel# 91-9814003689

Dear Aaishwarya Bansal,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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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Tel: 91 11 6650 6555 Fax: 91 11 2331 1725 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹10,200/-** 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 **₹4,080/-** 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, ou need to apply for a minimum of three days of leave and submit supporting travel uments.

Allowance

ligible for a monthly personal allowance of of **₹6,270/-** per month. This ubject to review and may change as per TCSL's compensation policy.

ood Card. It can be used to purchase food items at all domestic nd fast food restaurants including TCS cafeterias.As per the be eligible for a Food Card with an amount of **₹500/-** nth. However you may want to re-distribute the BoB per your tax plan, once you join TCSL.

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PERFORMANCE PAY

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

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

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

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme

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CITY ALLOWANCE

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

BENEFITS

ance Scheme
benefit of health insurance cover to you and your dependants under the Insurance Scheme(HIS).

benefits:

iliary expenses up to ₹6,000/- per insured person per
expenses up to ₹2,00,000/- per insured person per

ouse and three children is entirely borne by TCSL,

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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

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

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

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

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

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

Professional Memberships
You will be eligible for reimbursement of 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.

Gratuity

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

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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.

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

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

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unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 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**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

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

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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 your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. **Service Agreement**

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

11. **Overseas International Assignment Agreement**

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

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

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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**

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under 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.

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.

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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 equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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

Remove Watermark Now

Jasmeen Kaur <jasmeen22797@gmail.com>
To: kaurjasmeen1997@yahoo.in
Date: Tuesday, 18 June, 2019, 12:52 pm IST

---------- Forwarded message ----------
From: <campus.offerletter@accenture.com>
Date: Thu, 28 Mar, 2019, 7:31 PM
Subject: Congrats! Offer From Accenture
To: <jasmeen22797@gmail.com>

28-Mar-2019

Jasmeen Kaur
CANDIDATE ID:C7874393
UNIQUE REFERENCE NUMBER/UNIQUE ID:38ee8798-b71b-4cb4-b8c9-69a623d1f336_1

Dear **Jasmeen Kaur**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter
- Click on this link https://india.icis.accenture.com/default.aspx and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on 'Generate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 03/28/2019 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any other queries please write to campus.queries@accenture.com.

Regards,
Campus Recruitment Team - Accenture India.

Accenture Disclaimer

****

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/in-en/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.
Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to https://businessethicsline.com/accenture/

****

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at https://www.accenture.com/us-en/privacy-policy.

www.accenture.com

Job aid.pdf
792.3kB

pdfelement

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Strictly Private and Confidential

11-Apr-2019

Jaspreet Singh Tuli
392-D Bhai Randhir Singh Nagar
8968084628

Dear Jaspreet,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 3ac16203-7fc2-43ef-9373-f23dc01ea446_1
Signed By: Mohan Sekhar

Remove Watermark Now

Offer: Computer Consultancy
Ref: TCSL/CT20161903248/Delhi
Date: 08/10/2018

Mr. Jaspreet Singh Tuli
392-D,
392-D Bhai Randhir Singh Nagar,
Ludhiana-141012,
Punjab.
Tel# -

Dear Jaspreet Singh Tuli,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Cyber Security Practise (CSP)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicelline: 1800 209 3111 Email: careers@tcs.com

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Strictly Private and Confidential

03-Apr-2019

Ridhima Sood
H.No. 552 Cheema Chowk Khanna
8146507206

Dear Ridhima,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 6de9986b-0c57-46a0-b1ce-65b9aa807ee9_1
Signed By: Mohan Sekhar

Remove Watermark Now

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

pdfelement

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[Insert full legal name]

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ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

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- **Additional Bonus-** of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

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Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

pdfelement

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[Insert full legal name]

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Gmail

Janvi Kaur <janvikaur766@gmail.com>

Regarding Joining with Om Careers

Simran Sharma <simransharma0607@gmail.com> 18 June 2019 at 07:54
To: janvikaur766@gmail.com

---------- Forwarded message ----------
From: "Diksha Rani" <Diksha.rani@omcareers.co.in>
Date: May 29, 2019 5:41 PM
Subject: Regarding Joining with Om Careers on 3rd June
To: <simransharma0607@gmail.com>
Cc: <sonali.b@omcareers.co.in>

Dear Simran

Greetings of the day..!!!

Congratulations!!! You have been selected for the position of **"Talent Acquisition Specialist"** with us.

Post your offer acceptance, we look forward to your joining with us as per the details below:

Date of Joining : 3rd Jun 2019 (Monday)

Time of reporting : 9:00 AM sharp

Location : 2nd Floor, Above Yes Bank, Plot No B 15-91, Main G.T Road, Miller Ganj, Ludhiana, Punjab 141003

Contact Person : Diksha (HR)@ 7527076216

Documents Required for Joining:

You are required to submit the following documents (mandatory) for joining:

1. Copy of your education proofs (From Xth till highest degree)
2. Copy of appointment letter of previous employers (if applicable)
3. Copy of relieving letter of previous employers/Last employer (if applicable)
4. Copy of Latest Appraisal Letter/Revised Compensation Letter of last employer (If applicable)
5. Last 3 months salary slips (Preferred)/6 months Bank Statement (If applicable)
6. 3 copies of Aadhar Card

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7. 3 copies of PAN Card

8. Two passport size photographs

All documents should be submitted in hard copy.

You are required to confirm your joining as per the details above.

Please Note:-

1. This is a Private and a Confidential document. Kindly refrain from sharing the details of the said document/details.
2. The release of the final appointment letter will depend upon your successful joining & will be issued to you on your date of joining subject to submission of joining documents.
3. Place of posting will be Ludhiana

Wishing you a great and a successful career ahead...

In case of any query, please contact Diksha (HR)@ 7527076216

Regards

Thanks & Regards

Diksha Rani

HR Specialist



OMCAREERS- HR Recruitment Organization

2nd Floor, Above Yes Bank, Plot no. B 15-91,

Main G. T. Road, VishwakarmaChownk , miller Ganj

Ludhiana, PUNJAB 141003.

Email: Diksha.rani@omcareers.co.in

Mobile:- +917527076216

pdfelement

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image001.jpg
3K

The Principal
GNDEC.
Ludhiana.

Subject :- Acceptance letter. issue.

Sir.
I am Simran Sharma (155084/1507677) of CSE branch. I was selected in Infosys and Accenture, but due to family problem I did not continue them. So I do not have their acceptance letters yet and I have joined OM Careers. If I would receive their letters in future I will submit them to you.

Thanking You

Sincerely
Simran Sharma.

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Strictly Private and Confidential

28-Mar-2019

Preeti Thakur
H.No.1514/1A/97, St.No.32, Preet Nagar, Shimlapuri, Ludhiana
8872867901

Dear Preeti,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 6c5a2d89-375c-4782-ba1f-d80cfe4c56a7_1
Signed By: Mohan Sekhar

Remove Watermark Now

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

pdfelement

Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

Remove Watermark Now

- **Additional Bonus-** of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

pdfelement

Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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Strictly Private and Confidential

11-Apr-2019

Swati Wasal
Hno 2737 Sector 32A Chandigarh road ludhiana
9803278165

Dear Swati,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 81a67ab2-6ab1-42af-b3d9-021eb4d20af2_1
Signed By: Mohan Sekhar

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Fwd: Offer Acceptance : Thanks for your response

1 message

tanveer toor <toor.tanveer5@gmail.com> 19 June 2019 at 10:59
To: swati.wasal@gmail.com

---------- Forwarded message ---------
From:<India.Recruiting@accenture.com>
Date: Sat, Apr 6, 2019, 2:28 PM
Subject: Offer Acceptance : Thanks for your response
To: <toor.tanveer5@gmail.com>
Cc: <notavailable@accenture.com>

06-Apr-2019

Tanveer Toor
Candidate Id: C7887307
Unique Reference Number/Unique Id: 0ab8056e-8c3a-40e0-9b87-ec1ea9285b58_1

Dear **Tanveer Toor**,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

Please write to us at campus.queries@accenture.com for any queries.

Regards,
Campus Recruitment Team
Accenture in India.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at https://www.accenture.com/us-en/privacy-policy.

www.accenture.com

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Gmail

Vasman Kaur <vasmankaur21@gmail.com>

Offer Acceptance : Thanks for your response

1 message

India.Recruiting@accenture.com <India.Recruiting@accenture.com> Fri, Apr 5, 2019 at 3:16 PM
To: vasmankaur21@gmail.com
Cc: notavailable@accenture.com

05-Apr-2019

Vasman Kaur
Candidate Id: C7879852
Unique Reference Number/Unique Id: dc2903a5-c963-4a4d-94a3-a7900ca8f322_1

Dear **Vasman Kaur**,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

Please write to us at campus.queries@accenture.com for any queries.

Regards,
Campus Recruitment Team
Accenture in India

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.

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www.accenture.com

CSE-155324
1507598

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TATA

Offer: Computer Consultancy
Ref: TCSL/CT20161904052/Delhi
Date: 09/10/2018

Mr. Jaspinderpal Singh Makkar
1661 Phase 2 Urban EstateDugri Road,
Dugri,
Ludhiana-141001,
Punjab.
Tel# 91-9872651661

Dear Jaspinderpal Singh Makkar,

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.

pdfelement

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Gmail shivani solanki <shivanisolanki1311@gmail.com>

Offer Acceptance : Thanks for your response

1 message

India.Recruiting@accenture.com <India.Recruiting@accenture.com> Mon, Apr 1, 2019 at 5:13 PM
To: shivanisolanki1311@gmail.com
Cc: notavailable@accenture.com

01-Apr-2019

Kumari Shivani
Candidate Id: C7879863
Unique Reference Number/Unique Id: eec5ef8c-c402-4eae-a14c-5c5ca8ba702b_1

Dear **Kumari Shivani**,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

Please write to us at campus.queries@accenture.com for any queries.

Regards,
Campus Recruitment Team
Accenture in India.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.

This message is for the named person's use only and may contain privileged, proprietary or confidential information. If you receive this in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at https://www.accenture.com/us-en/privacy-policy.

www.accenture.com

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Infosys
Navigate your next

HRD/FINALSEMTRG 2018/12656050

December 27, 2018

Simran Kaur.

Guru Nanak Dev Engineering College.

Dear Simran,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____ between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **January 28, 2019**
2. Duration of the program : **16 Weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by designated Infosys personnel) and back to your university upon completion of the Program. Additionally, should you be required to travel between the Infosys offices located in different cities as part of your project, Infosys shall bear the cost of such travel. Your entitlements shall be communicated to you at that time.

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by the Company at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with Infosys policies.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2018.12.27 15:31:56 +05:30
Reason: Internship Offer Letter
Location: Bangalore

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Infosys
Navigate your next

Please note that the Training Agreement may be terminated by Infosys as per Clause 6 of the said Agreement.

Please sign and carry duplicate copy of this letter and the attached undertaking at the time of joining indicating your acceptance of these terms. You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,



RICHARD LOBO

EVP - Head HR

pdfelement

Infosys
Navigate your next
Remove Watermark Now

HRD/FINALSEMTRG/2018/12655967

December 27, 2018

Aaishwarya Bansal.

Guru Nanak Dev Engineering College.

Dear Aaishwarya,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____ between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1.	Program Date	:	**January 28, 2019**
2.	Duration of the program	:	**16 Weeks**
3.	Location	:	**Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by designated Infosys personnel) and back to your university upon completion of the Program. Additionally, should you be required to travel between the Infosys offices located in different cities as part of your project, Infosys shall bear the cost of such travel. Your entitlements shall be communicated to you at that time.

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by the Company at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with Infosys policies.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2018.12.27 15:31:50 +05:30
Reason: Internship Offer Letter
Location: Bangalore

pdfelement

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Strictly Private and Confidential

11-Apr-2019

Sarabjot Singh Arora
63 Gobind Nagar Pakhowal Road Ludhiana
9569994900

Dear Sarabjot,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 77bbea6c-6c3a-419c-b174-70c980e74872_1
Signed By: Mohan Sekhar

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Gmail sarabjot singh samrat <sarabjot08@gmail.com>

CandidateID: 12656047 : DOJ: 1/28/2019 : Welcome to Infosys!

1 message

Infosys_LPCampus@infosys.com <Infosys_LPCampus@infosys.com> Fri, Jan 4, 2019 at 12:31 AM
To: sarabjot08@gmail.com

Dear Sarabjot,

Welcome to the Infosys family!

There's an old saying in our company: "Once an Infoscion, always an Infoscion". We hope you not only experience this but also have a rewarding and fruitful career with us. And we can assure you, the best is yet to come!

To simplify your joining process and to facilitate a faster and seamless onboarding experience, we present our onboarding App - Launchpad. As a first step please download the app:

ANDROID:
url: https://play.google.com/store/apps/details?id=com.InfosysIT.LaunchpadIndia

IOS:
url: itms-services://?action=download-manifest&url=https://bridge.infosysapps.com/InfosysStore/Downloads/LaunchpadIndia.plist

Open the url in the browser and open the app in itunes to download. Once downloaded please trust the app as below:
Settings -> General -> Device Management -> Trust "Infosys Limited"

Your login credentials –

Username - sarabjot08@gmail.com
Password - ■puqipedbd

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Here, you can update and validate information provided at the hiring stage and upload the required documents before you join us formally (as per the date given in your offer letter). Completing all your pre-joining formalities online will help you transition into your role in a more efficient manner.

You could also login to the browser version on the following link by using the same credentials -
https://careers.infosys.com/LaunchPadCandidate/ASPX/login/LogIn.aspx

There's a lot in store for you here at Infosys and we hope you join us with big dreams and even bigger ideas, because together, we'll bring them to life!

If you need assistance with the App, please call our helpdesk at (0821)–4031221 , Monday – Friday, 9:00 AM to 6 PM

All the best and see you soon!

Regards,
The Launchpad Team
Infosys Ltd.

Remove Watermark Now

Subject **Internship Selection Update of Guru Nanak Dev Engineering College students**
From Internshala University Relations <university.relations@internshala.com>
To <tpo@gndec.ac.in>
Date 2019-03-11 17:22
Priority Normal

Dear Prof. Prof Sachin Bagga,

I am happy to inform you that the following student(s) from Guru Nanak Dev Engineering College have been hired for an internship listed on Internshala, since last week.

List of the selected student(s) -

Sr No.	Student Name	Email address	Mobile	Graduation Year	Company Name	Stipend	Hired on
1	Sachin Kumar	sachingne2015@gmail.com	9646954924	2019	Aparuksha , IIIT Allahabad	Performance Based	08-03-2019

Look forward to helping more students find meaningful internships.

Many thanks,
Samay Bhatnagar
Manager - University Relations
Phone - +91 - 9878 79 7578
Internshala – 'internship partner of AICTE'

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Training at eNest Technologies Private Limited, Mohali

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Subject **Re: Regarding Joining Status**
From campus connect <campusconnect@indiamart.com>
To <tpo@gndec.ac.in>
Date 2019-06-18 12:30

Hi Team,

Share NOC of the candiadtes who are yet to join and joined

On Mon, Jun 17, 2019 at 10:36 AM campus connect <campusconnect@indiamart.com> wrote:

Hi Team,

Please find below the joining status of your college candidates.

Name	College Name	Joining Status	
Inderpal Singh	Guru Nanak Dev Engineering College	Yet to Join	MBA - 1728022 / 1707361
Akshay Kumar Prajapati	Guru Nanak Dev Engineering College	Not Joining	MBA - 1728001 / 1707340
Atinder Jit Singh	Guru Nanak Dev Engineering College	Joined	PE - 154090 / 1607472
Prasant Singh	Guru Nanak Dev Engineering College	Yet to Join	PE - 154029 / 1508250
Harsh Gupta	Guru Nanak Dev Engineering College	Yet to Join	ME - 151052 / 1508103
Navdeep Singh	Guru Nanak Dev Engineering College	Yet to Join	ME - 151084 / 1508149
Prince Kumar	Guru Nanak Dev Engineering College	Yet to Join	CE - 150093 / 1507482
Arun Dewan	Guru Nanak Dev Engineering College	Not Joining	MBA - 1728007 / 1707346
Kunal Kumar	Guru Nanak Dev Engineering College	Not Joining	IT - 156097 / 1507938
Raghunandan Mouar	Guru Nanak Dev Engineering College	Not Joining	ME - 151093 / 1508163
Manish Kumar	Guru Nanak Dev Engineering College	Not Joining	ECE - 153112 / 1507845

--
Thanks and Regards
Campus Team - Human Resources
IndiaMART InterMESH Ltd

--
Thanks and Regards
Campus Team - Human Resources
IndiaMART InterMESH Ltd

IMPORTANT:
NEVER share your IndiaMART OTP/ Password with anyone.

pdfelement

Gmail

Shivam Rawat <shivamrawat202122@gma

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Offer Acceptance : Thanks for your response

1 message

India.Recruiting@accenture.com <India.Recruiting@accenture.com> 19 March 2019 at 06:33
To: shivamrawat202122@gmail.com
Cc: notavailable@accenture.com

19-Mar-2019

Shivam Rawat
Candidate Id: C7653235
Unique Reference Number/Unique Id: 0c990f49-0c90-4c8e-a92e-ec5e8085a3e4_1

Dear **Shivam Rawat**,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

Please write to us at campus.queries@accenture.com for any queries.

Regards,
Campus Recruitment Team
Accenture in India.

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www.accenture.com

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TATA

Offer: Computer Consultancy
Ref: TCSL/CT20151790696/Delhi
Date: 08/10/2018

Mr. Sehaj Grover
#131 ,Atam Nagar,
Chintpurni Mata Mandir,
Ludhiana-141002,
Punjab.
Tel# -

Dear Sehaj Grover,

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.

pdfelement

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicelline: 1800 209 3111 Email: careers@tcs.com

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TATA

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹10,200/-** 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 **₹4,080/-** 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 of **₹7,570/-** 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.

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PERFORMANCE PAY

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

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

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

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

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CITY ALLOWANCE

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

OTHER BENEFITS

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

HIS offers the following benefits:

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

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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

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

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

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

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

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

Professional Memberships
You will be eligible for reimbursement of 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.

Gratuity

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

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

   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.

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

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

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unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 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**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

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

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

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

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

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

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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

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under 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.

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.

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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 equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 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.

20. Initial Learning Programme (ILP)

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.

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.

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.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

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

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Click here or use a QR code scanner from your mobile to validate the offer letter

K Ganesan
Global Head Talent Acquisition & AIP

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

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GROSS SALARY SHEET

Annexure 1

Name	**Sehaj Grover**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Guru Nanak Dev Engineering College, Ludhiana**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** 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	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **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	Delhi **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai **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
Pune **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	Thiruvananthapuram **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**

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

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

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

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

(d) Customer and prospective customer lists, and

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

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

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

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

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

6. **Security policies and Guidelines**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

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

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9. Equitable Rights

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

10. General

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

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

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

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

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

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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Offer: Computer Consultancy
Ref: TCSL/DT20184227288/Delhi
Date: 08/10/2018

Ms. Aaishwarya Bansal
534/3, Park StreetCivil Lines,
College Road,
Ludhiana-141001,
Punjab.
Tel# 91-9814003689

Dear Aaishwarya Bansal,

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.

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹10,200/-** 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 **₹4,080/-** 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 of **₹6,270/-** 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.

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PERFORMANCE PAY

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

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

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

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

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CITY ALLOWANCE

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

OTHER BENEFITS

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

HIS offers the following benefits:

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

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL.

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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

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

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

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

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

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

Professional Memberships
You will be eligible for reimbursement of 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.

Gratuity

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

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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

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unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 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**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

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

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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 your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

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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

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under 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.

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.

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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 equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 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.

20. Initial Learning Programme (ILP)

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.

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.

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.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

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

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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET

Annexure 1

Name	**Aaishwarya Bansal**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Guru Nanak Dev Engineering College, Ludhiana**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** 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	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	Bangalore **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **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	Delhi **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	Kolkata **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	Mumbai **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
Pune **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	Thiruvananthapuram **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Annexure 3

Confidentiality and IP Terms and Conditions

1. **Confidential Information**

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

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

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

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

(d) Customer and prospective customer lists, and

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

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

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

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

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

6. **Security policies and Guidelines**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

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

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9. Equitable Rights

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

10. General

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

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

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

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

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

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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Net2Source

B-4, Ground Floor
Sector-63, Noida
UP - 201307
Tel: +91-120-4744400
Web: www.net2source.com

CIN: U74140DL2008PLC180253 2008 - 2009

Date: 17th Nov '2018

Name: Simrandeep Kaur

Address: #1887, Sector 32A,
Chandigarh Road
Ludhiana
Pin 141010

Congratulations!!!

This refers to your application and subsequent interview with us. We are pleased to offer you appointment in our organization as **Associate Recruiter** on the terms and conditions as mutually agreed upon during the course of discussion.

Your annual compensation as discussed and mutually agreed is INR **3,00,000 (Rupees Three Lakhs Only)** Per Annum and you will be on probation period for three months.

You will be issued the formal letter of appointment upon your joining. You are advised to join us in the month of Jun/Jul/Aug 2019.

We would request you to make necessary arrangements before the joining date as mentioned since this date will not be extended in any case.

In case any documents/references don't correspond to the claimed information, the offer extended would stand null & void, thus would lead to withdrawal of the offer.

Please carry the originals of all the documents listed below at the time of joining, along with one set of photo copy:

1. Copies of Certificates in support of your Qualifications
2. Copies of Certificates in support of your Training / Certification.
3. 5 Passport size photographs
4. Photo ID Proof, like (PAN Card, Driving License, Voter ID, Pass Port, Credit Card with Photo)
5. Permanent and Local Address Proof
6. Pan Card Number and Copy

We welcome you to the **Net2Source** family and look forward to a mutually beneficial and long term association.

Sincerely Yours,

(Pooja Anand)

AVP - Talent Development
Human Resource Department
Net2Source Consulting Limited

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Subject **Re: Campus Placement 2019**
From Anninderjit Kaur <hr@chicmic.in>
To <tpo@gndec.ac.in>
Date 2018-09-24 13:30

Hi Harpreet,

Hope you are doing well.

Here is the list of students who are selected:

1. Kamal Arora – CSE – 155106 | 1507834
2. Niteesh Kumar – CSE – 155370 | 1507951
3. Karamveer Singh – CSE – 155098 | 1507604

Kindly send us their email ids and contact details.

On Fri, Sep 21, 2018 at 1:33 PM, Anninderjit Kaur <hr@chicmic.in> wrote:

> Hi Harpreet,
>
> Need PO

1	AKSHAY KUMAR
2	AMARDEEP KAUR
3	APARNA SUMAN
4	AWADHESH KUMAR
5	GURJOT SINGH
6	KAMAL ARORA
7	KARAMVEER SINGH
8	MANDEEP SINGH
9	NITEESH KUMAR
10	RAJINDER KAUR
11	RAJVEER SINGH
12	RANDEEP SINGH
13	RIDHIMA SOOD
14	ROHIT KUMAR
15	SACHIN KUMAR

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16	SAHILPREET SINGH
17	SIMARDEEP KAUR
18	UDAVIR SINGH
19	VARINDER SINGH
20	VIKRANT CHAUHAN

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On Tue, Sep 18, 2018 at 2:44 PM, Anninderjit Kaur <hr@chicmic.in> wrote:

> Hi,
>
> This is to inform you that we will visit your institute for the campus placement drive on Friday ie. 21st September'18.
>
> On Tue, Sep 18, 2018 at 1:49 PM, <tpo@gndec.ac.in> wrote:
>
> > Respected Ma'am,
> >
> > Greetings From Guru Nanak Dev Engineering College!
> >
> > Hope your are doing well
> >
> > We would like to apologize for the delay cause in sending the database. Kindly find attached that database of CSE/IT/MCA students as per 6.0 CGPA and no active backlog.
> > Please update us with date you would like to conduct campus placement drive and let us know about any other requirement. We hope our students will perform up to your expectations.
> > Looking froward for a healthy visit.
> >
> > For any assistance feel free to contact undersigned/
> > Harpreet Randhawa, Student Coordinator
> > ((+91)8198077793)
> >
> > Thanks & Regards
> > Gagandeep Singh Sodhi
> > Training & Placement Officer
> > GNDEC Ludhiana
> > ((+91)9872219178)
> >
> > On 2018-08-30 11:56, Anninderjit Kaur wrote:

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HRD/FINALSEMTRG/2018/12656054

December 27, 2018

Jaspreet Singh.

Guru Nanak Dev Engineering College.

Dear Jaspreet,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____ _____between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **January 28, 2019**
2. Duration of the program : **16 Weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by designated Infosys personnel) and back to your university upon completion of the Program. Additionally, should you be required to travel between the Infosys offices located in different cities as part of your project, Infosys shall bear the cost of such travel. Your entitlements shall be communicated to you at that time.

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A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by the Company at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with Infosys policies.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2018.12.27 15:32:00 +05:30
Reason: Internship Offer Letter
Location: Bangalore

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Infosys
Navigate your next

Please note that the Training Agreement may be terminated by Infosys as per Clause 6 of the said Agreement.

Please sign and carry duplicate copy of this letter and the attached undertaking at the time of joining indicating your acceptance of these terms. You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,



RICHARD LOBO

EVP - Head HR

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Infosys
Navigate your next

HRD/FINALSEMTRG/2018/12656045

December 27, 2018

Ramandeep Kaur Pabla.

Guru Nanak Dev Engineering College.

Dear Ramandeep,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1.	Program Date	:	**January 28, 2019**
2.	Duration of the program	:	**16 Weeks**
3.	Location	:	**Mysore, India**

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For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2018.12.27 15:31:52 +05:30
Reason: Internship Offer Letter
Location: Bangalore

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If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,



RICHARD LOBO

EVP - Head HR

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Navigate your next

HRD/FINALSEMTRG/2018/12656335

December 27, 2018

Sehaj Grover.

Guru Nanak Dev Engineering College.

Dear Sehaj,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

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3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by designated Infosys personnel) and back to your university upon completion of the Program. Additionally, should you be required to travel between the Infosys offices located in different cities as part of your project, Infosys shall bear the cost of such travel. Your entitlements shall be communicated to you at that time.

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Stipend	**Rs.10,000/- per month**

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For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2018.12.27 15:32:09 +05:30
Reason: Internship Offer Letter
Location: Bangalore

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Infosys
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If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,



RICHARD LOBO

EVP - Head HR

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Strictly Private and Confidential

13-Apr-2019

Prajwal Pant
House No 260 Street NO-5 Gobind Nagar 33 ft road , Near Chandigarh road, Jamalpur,Ludhiana,Punjab
9915967584

Dear Prajwal,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: b2016543-6cc7-4d5a-8377-e80ca5c70b70_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

Remove Watermark Now

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

pdfelement

Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

Remove Watermark Now



Strictly Private and Confidential

03-Apr-2019

Apsara Jain
#4710 pratap nagar jagraon
7508100204

Dear Apsara,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 8f7b7d67-a1a6-4b0c-9889-14478c4ac79c_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

pdfelement

Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

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ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus-** of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

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Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Komal Handa <komalhanda555@gm... Remove Watermark Now

Infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Vardha@infosys.com>
To: "komalhanda555@gmail.com" <komalhanda555@gmail.com>

28 October 2018 at 09:38



Dear Komal Handa ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex**, you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** komalhanda555@gmail.com
- **Password: w2KdxKzC**

Keep learning! Keep winning!

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Varadharaj V (Vardha)

VP - Talent Acquisition

Infosys Limited

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TCS Joining Letter

2 messages

TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com> 14 June 2019 at 01:17
To: komalhanda555@gmail.com

Dear Komal Handa
Ref: TCSL Offer of Employment
Welcome to TCS-Asia's largest IT services, business solutions and outsourcing organisation.
To equip you with an enriching career in the IT industry, we have planned your Initial Learning Program (ILP) from 22ND JULY 2019 at Mumbai.
Address of ILP Centre:
TATA CONSULTANCY SERVICES
Yantra Park -(STPI), 2nd Pokharan Road,
Opp HRD Voltas Center,Subash Nagar,Thane,Maharashtra
Mumbai 400601,Maharashtra
Contact Person: Ms. Swathi Vittal Shetty
Tel No.: +02267781608
You can download your joining letter, annexure and other relevant documents from NextStep - TCS Campus Portal (Log on https://nextstep.tcs.com). Please use your CT Ref ID and password to access this site.
You can access the following link to complete the joining formalities.
https://nextstep.tcs.com >> ILP CORNER

In addition to the above details, you also need to complete the below activities before your joining date:-

1. Initiate BGC
2. Fill in Background Check form (BGC) form
3. Upload and confirm necessary BGC documents
4. Fill in the Nomination Forms

You can access the following link to initiate and complete the BGC formalities.
https://nextstep.tcs.com >> ILP CORNER>>Joining Letter

We look forward to having you on-board Team TCS !
In case of any queries or clarifications you can contact us at xplore.support@tcs.com or 1800-209-3111 (toll free).

Warm Regards,
TCS Xperience
Talent Development

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

Komal Handa <komalhanda555@gmail.com> 14 June 2019 at 10:45
To: Sehaj Grover <sehaj131@gmail.com>

[Quoted text hidden]

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Subject: **Fwd: Interview Result at BYJU's**
From: Chaitanya Sharma <chaitanyasharma5@gmail.com>
To: <tpo@gndec.ac.in>
Date: 2019-07-23 10:09

---------- Forwarded message ---------
From: **Sachin Girdhar** <sachin.girdhar@byjus.com>
Date: Sun, 21 Jul, 2019, 1:01 PM
Subject: Interview Result at BYJU's
To: <chaitanyasharma5@gmail.com>

Dear Chaitanya Sharma,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Associate** at **BYJU'S – The Learning App**.

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalised K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalised for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 33 million registered students and 2.2 million annual paid subscriptions. With an average time of 64 minutes being spent by a student on the app every day from 1700+ cities, the BYJU'S app is making learning enjoyable and effective.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalised learning methodologies.

Till date BYJU'S has raised over USD 700 million from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verlinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a ***BYJUite*** officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.

Please visit https://youtu.be/2XeGI5RHypQ for a better insight into the job.

Please make a note of below details to smoothen your onboarding with us:

Date of Joining: 07/29/2019

Role Location: Delhi/NCR

Fixed CTC: 700000

Variable CTC: 300000

Further details:

Few information regarding your training and reimbursement policies are given below:

Training will be for a period of 4 Weeks which will be initiated at our head office at BANGALORE.

1.All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.

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2.**Reporting Time and location**: 9am at 6th floor, Tower D, IBC Knowledge Park, Bannerghata Road, Near Dairy Circle, Bangalore.

3.We will share your company accommodation details for the duration of your training at Bangalore (after completing your joining formalities on your reporting day).

4.Company will provide accommodation while you are working or training outside of your work/role location.

5.Your training performance will be evaluated during your first 8 weeks with us as that will be an incubation period for your new role.

6.Business formals or business casual attire is mandatory.

7.You would need to arrange your travel to join us at Bangalore. Your travel fare will be reimbursed as per the slabs below:

Zone	Maximum reimbursible amount
South (Karnataka, Tamil Nadu, Kerala, AP, Telangana, Pondicherry, Goa)	1500
Central (Maharashtra, Gujarat, MP, Chattisgarh, Orrisa)	4000
Rest of India (excludes states mentioned above)	5000

Regards,
Team BYJU's

P.S.: In case you have not completed your profile form, please follow below steps.

As an initial step of on-boarding formalities, you are required to fill the registration form using the link below.Please follow the below steps to complete registration and to view the offer letter.

Step1: Register using the following link: https://tinyurl.com/BYJUS-BDA

Step2: Complete your details in '**Application Page**'

Step3: Complete the '**My Candidate Profile**' page with education details with documents and previous employment information.

Step4: After filling please 'SAVE' the page and Click 'I am Done'.

Please use the following link for the step by step process: https://d24cdstip7g8pz.cloudfront.net/t/t20161118160030/content/common/documents/Registration%20Process.docx

NOTE:

- ***Kindly complete above mentioned registration process within 24 hours from the time you receive this mail***
- ***Please Ignore the mail, if you have already done with above mentioned process.***
- ***Please note without completing the above registration and receiving the offer letter, you are not supposed to report on the date of joining.***

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CHC CONSULTING ASIA-PACIFIC PVT. LTD.

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Doc No: OL/HR/07/2019

CHC CONSULTING ASIA PACIFIC PRIVATE LIMITED

OFFER LETTER

July 22, 2019

Dear Akanksha Kumari
Vill+Post: Jadia.Distt- Supaul Bazar.Bihar

Congratulations on being selected for the below mentioned position at **CHC Consulting Asia Pacific Private Limited.**

Title- Engineer I
Employee Code- CCAP10446
Tier- 1

We are pleased to extend an Offer of a total compensation of up to **Rs.310000/-(Three Lakh Ten Thousand Rupees Only)** (**CTC**) per annum subject to applicable statutory deductions such as tax deducted at source and/ or contractual deduction(s) and as per the terms of your employment contract. Please note that your target total annual consolidated salary is comprised of two components:

- Base Component: An amount of **Rs. 250000/-** out of the total **CTC (i.e. Rs.310000/-)** will be paid to you in twelve (12) equal installments on a monthly basis; and
- Variable Component: You will be eligible to receive up to Rs 60,000/- towards 'day shift allowance' and/or 'night shift allowance' and the actual amount will be determined based on the actual number of 'day shifts' or 'night shifts' you work in a year.

It is hereby clarified that the number of day/night shifts that you will be required to work in a year will solely depend on the business requirements of the Company, which may vary from time to time. Detailed break-up of your salary will be provided in the Appointment Letter / Employment Agreement, which you shall be expected to execute at the time of your joining or earlier. This offer is subject to the below mentioned terms and conditions:

1. Subject to the discretion of the Company to transfer you at some other place in India and/or overseas, you will be initially based at our Corporate Office location at **Zone A, 12th Floor, Landmark Plaza, Plot A-40, Industrial Focal Point, Phase VIII-B, SEZ, Mohali-160059, Punjab.** Your employment will commence on **Aug 1, 2019.**

2. You will be on a probation period of 3 (three) months including 3 (three) months of extensive on the job training. On satisfactory completion of the probation period, your services will be confirmed through a written communication. In case your performance is not found satisfactory, then unless terminated, your probation period may be extended for a suitable period at the sole discretion of the Management.

3. This Offer is subject to your clearance of the Pre-Employment background and reference check. Please submit a copy of your resignation letter duly accepted by your present employer within 3 (three) working days of receipt of this offer letter. Please note that your services may be terminated at any time, including after confirmation, in case any information provided by you is found to be false, wrong and/or incomplete and/or background check reveals information based on which you may found to be unsuitable to work for the Company.

4. Please indicate your acceptance of our employment offer by signing and returning a copy of this Offer Letter and all the documents, mentioned below, within 2 (two) working days of receipt of this Offer Letter or period

CHC CONSULTING ASIA-PACIFIC PVT. LTD.

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mentioned in clause 7 herein, whichever is earlier on the day of your joining, the Company will provide you with a detailed Appointment Letter / Employment Agreement for your execution.

5. In addition to the compensation as mentioned hereinabove, you are also entitled to receive the following additional benefits (subject to applicability of statutory deductions, if any), subject to your eligibility/ entitlement:

   a. You may be provided with Accidental death/disability coverage as per the Company policy and/ or subject to applicable laws.
   b. You may also be provided medical insurance coverage for yourself, spouse and children as per the Company policy.

6. Please send us a self-certified soft copy of the below listed documents along with the acceptance of this Offer at least within 2 (two) working days prior to day/date of joining, you need to bring a complete set of all documents with originals on your joining day.
   a) Updated Resume *for all.*
   b) Color PIC in jpg format (1 along with the soft copy of signed offer letter) and (6 physical copies at the time of your joining) *for all.*
   c) Aadhar Card and PAN Card (Color copy mandatory) *for all.*
   d) All education documents (10th, 12th, Diploma, Graduation & Postgraduation – As applicable) *for all.*
   e) Appointment Letter (Existing employer) *only for experienced candidate.*
   f) Copy of Resignation with acknowledgement (Existing employer) *only for experienced candidate.*
   g) Last 3 months salary slip (Existing/Last Employer as applicable) *only for experienced candidate.*
   h) All experience Letter from previous employers. *only for experienced candidate.*
   i) Duly filled CCAP Hiring Form (Only Tab-1) *for all.*
   j) Duly filled candidate declaration form. *only for experienced candidate.*

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Relevant terms of this Offer Letter will constitute part of your Employment Agreement/ Appointment Letter.
We look forward to you being a part of the team at the earliest.

Sincerely,

CHC CONSULTING ASIA PACIFIC PRIVATE LIMITED

Shivani Passi

Sr. Manager-Human Resources

CHC CONSULTING ASIA-PACIFIC Pvt. Ltd.

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Doc No: OL/HR/07/2019

Salary Annexure

The salary structure is very competitive and rewards high and quality performance.

Salary Package Details (Break-Up)		
Name	**Akanksha Kumari**	
Title	**Engineer I**	
CCAP ID	**CCAP10446**	
Tier Level	**1**	
Base Components	**Per Month (INR)**	**Per Annum (INR)**
Basic Salary	₹ 10,417	₹ 124,998
House Rent Allowance	₹ 4,167	₹ 49,999
Leave Travel Allowance	₹ 868	₹ 10,417
Medical Expense Reimbursement (Annualized)	₹ 1,250	₹ 15,000
Transport Allowance	₹ 1,600	₹ 19,200
Special Allowance	₹ 746	₹ 8,954
Employer's Contribution to Provident Fund[1]	₹ 1,786	₹ 21,428
Total Sum of Base Components	**₹ 20,833**	**₹ 250,000**
Variable Component Night Shift Allowance[2]	Up to ₹60,000	
Variable Component Day Shift Allowance[3]		
Total CTC[4]	**₹ 25,833**	**₹ 310,000**

Deductions	Per Month (INR)	Per Annum (INR)
Employee's Contribution to Provident Fund	₹ 1,786	₹ 21,428
Professional Tax	₹ 200	₹ 2,400
Labor Welfare Fund	₹ 5	₹ 60

[1] **Employer's Contribution to Provident Fund** – This will not be paid to you in cash and will be directly deposited into your PF account with the Employees Provident Fund Department.

[2] **Night Shift Allowance** - Rs.500/- (Five hundred rupees only) for each full working business night, and will be paid to you, only if you are required to work in the night shift.

[3] **Day Shift Allowance** - Rs.150/- (One hundred and fifty) provided for each full working business day shift.

[4] **CTC** - Total CTC payable to you will vary based on Variable Components earned in a year.

Sincerely,

For CHC Consulting Asia Pacific Private Limited, Mohali

Shivani Passi

Sr. Manager-Human Resources

pdfelement

CHC CONSULTING
ASIA-PACIFIC

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Declaration

I have read, understood and accepted the terms and conditions of the Offer Letter dated _____ issued to me.

Signature:
Date:
Full Name:

pdfelement

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Letter of Intent-Final Placement

Date: February 14, 2019

Dear Manish Kumar,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

Position - Executive – Client Acquisition
CTC - 2,52,600/- LPA
Location –Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

YoursSincerely



Prerna Hajela
Senior Manager -Human Resources

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Silaris

LETTER OF FELICITATION

Date : 01/07/19

Dear Mr./Ms. Gaurav Kumar

Please accept our felicitation on successfully clearing of our personal interview!

This letter of felicitation is valid until you receive your Offer Letter upon completion of Training. You would receive the offer on Joining Letter.

In the event of any misconduct, unsatisfactory performance or poor attendance, the management may relieve you from your duties without payment of dues or compensation during the training period.

The classroom training period would not be paid. The pay cycle will start on successful completion of the first 3-7 days training as per the process requirement.

Should you decide to resign from the services, at any given point of the time during the tenure with SILARIS, you may do so by giving 15 days notice to the organization or Payment of salary in Lieu for the same.

Position Offered : TME (Process to be offered)

DOJ : 15TH July' 19

CANDIDATE DETAILS :

Name : Mr. Gaurav Kumar (8146740231)

Address : GNDEC, Ludhiana

Signature :

Date 01/07/19

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SILARIS INFORMATIONS PVT. LTD.

A-14/3, Naraina Industrial Area, Phase-II, New Delhi-110028
Phone: 011 66158712

Received
Gaurav Kumar
ECE- 153029 (1507820) 8146740231

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Gmail

Vikas Singh <vikasnvickysingh@gmail.com>

Offer Of Employment

1 message

Infosys Limited <offers@infosys.com>
To: "vikasnvickysingh@gmail.com" <vikasnvickysingh@gmail.com>

Mon, Jul 8, 2019 at 7:52 PM



Dear Vikas Singh,

Congratulations once again on your successful participation in our campus recruitment process during the year 2018-2019.

Please find attached the offer of employment with your confirmed date of joining for the role of Systems Engineer at Infosys Ltd. Please note that you are expected to report at the location of training a day prior to your 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.

We will be reaching out to you regularly through various avenues between now and the time you join us. Also, an elaborate communication on the Accommodation and other joining related formalities will be sent to you a couple of weeks before your joining date. We would like to reiterate the fact that this offer of employment with Infosys Ltd. shall be valid only if you fulfil the eligibility criteria specified by us during the time of recruitment.

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Academic Eligibility Criteria For Joining

Point 1- The academic eligibility criteria for the Role of a Systems Engineer has already been communicated to you and your college during the selection process. This remains the same at the time of joining (including your final semester result, if the results have been published)

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 HRD
Infosys Ltd.

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

5 attachments

- **12655965.pdf** 346K
- **Information Sheet - Annexure IV.pdf** 111K

Gmail

Vikas Singh <vikasnvickysingh@gm...

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Offer Acceptance : Thanks for your response

1 message

India.Recruiting@accenture.com <India.Recruiting@accenture.com> Wed, Apr 3, 2019 at 11:48 P...
To: vikasnvickysingh@gmail.com
Cc: notavailable@accenture.com

03-Apr-2019

Vikas Singh
Candidate Id: C7860281
Unique Reference Number/Unique Id: 3f5ddd64-ff4f-47a3-8640-63edefab566b_1

Dear **Vikas Singh**,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

Please write to us at campus.queries@accenture.com for any queries.

Regards,
Campus Recruitment Team
Accenture in India

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdrew your information anytime.

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at https://www.accenture.com/us-en/privacy-policy.

www.accenture.com

pdfelement



SPECTRUM TALENT MANAGEMENT (P) LTD.

Remove Watermark Now

Letter of Intent-Final Placement

ECE
150784J-

Date: February 14, 2019

Dear Manish Kumar,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

Position - Executive – Client Acquisition
CTC - 2,52,600/- LPA
Location –Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

pdfelement

YoursSincerely



Prerna Hajela
Senior Manager -Human Resources

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Documents required for issuing the offer letter

We request you to send the below listed documents at divya.vats@indiamart.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

1. PAN Card *(Please apply if you do not possess one and share acknowledgement with us)*
2. Aadhar Card *(Please apply if you do not possess one and share acknowledgement with us)*
3. Valid Driving License and 2-Wheeler RC
4. 10th Marksheet
5. 12th Marksheet
6. All semester wise marksheet for Graduation *(in case of any backlog, please share all marksheets)*
7. All semester wise marksheet for Post-Graduation
8. No Objection Certificate from College/Institute or Provisional Degree

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Should you have any queries, please feel free to contact Ms. Divya Vats @ 7290045292.

I accept the terms conditions of this offer

(Candidate's Signature)

Name and Date

Application

ECE

To

The T.P.O.

Guru Nanak Dev Engineering College

Ludhiana

1 July, 2019

Sub: "Seeking permission for No Dues in the absence of Offer Letter".

Sir,

With due respect, I would like to draw your kind attention to my this application. I am Gaurav Kumar of ECE department having roll no. 1507820.

Till date, I have not received offer letter from concerned Organisation. As & when I will receive offer letter, I will submit it to this office.

Yours Sincerely

Gaurav Kumar

1507820 ECE

pdfelement

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Strictly Private and Confidential

01-Apr-2019

Gaurav Tyagi
NEHRU NAGAR , RAWALLI MAHDOOD , BAHADRABAD
7589359490

Dear Gaurav,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: f14ccabf-e320-445b-91d6-87426dc406eb_1
Signed By: Mohan Sekhar

Remove Watermark Now



Strictly Private and Confidential

16-Apr-2019

Sudhanshu Nath Mishra
37 New azad nagar, Kanpur, Uttar Pradesh
9803607057

Dear Sudhanshu,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 096cb843-e312-4f27-861e-e98d64026708_1
Signed By: Mohan Sekhar

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Strictly Private and Confidential

13-Apr-2019

Charanpreet Singh
H No. 338, Block-i, B.R.S. Nagar, Ludhiana
7508937570

Dear Charanpreet,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: c8a5c9cb-7dbd-45f6-9dbb-eedd77731afa_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

pdfelement

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

[Insert full legal name]

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ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

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(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

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Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Infosys

Dear Swapnil,

Thank you for your interest in Infosys! Please find below your login details:

User Name	swapnilverma260697@gmail.com
Password	[redacted]

Web site for India:
https://careers.infosys.com/CareerSite/Aspx/Profile/Landing.aspx?CountryCode=IN&type=Login

Web site for China:
https://careers.infosys.com/CareerSite/Aspx/Profile/Landing.aspx?CountryCode=CH&type=Login

Web site for iBPM:
https://careers.infosys.com/CareerSite/Aspx/Profile/Landing.aspx?CountryCode=IB&type=Login

Regards,
Talent Acquisition
Infosys Limited

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© 2011 Infosys Limited. This e-mail contains PRIVILEGED AND CONFIDENTIAL INFORMATION intended solely for the use of the addressee(s). If you are not the intended recipient, please notify the sender by e-mail and delete the original message. Further, you are not to copy, disclose, or distribute this e-mail or its contents to any other person and any such actions are unlawful.

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Date: 18-10-2018

Sub: Offer letter

Dear **Harleen Kaur**,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Business Development Trainee'.**

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m**

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

Harleen Kaur
1/11/18

pdfelement

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You are requested to Submit the following to HR department along with the acceptance of Terms and Condition of Employment with Mechlin Technologies:

a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be

submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

pdfelement

Sincerely,

Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: Harleen Kaur 1/11/18

Name : _____

Date: _____

Received

Remove Watermark Now

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Date: 18-10-2018

Sub: Offer letter

Dear **Baby Kumari**,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Software Development Trainee'**.

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m**.

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

pdfelement

Remove Watermark Now

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

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a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be

submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

pdfelement

Sincerely,

Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: _____

Name : _____

Date: _____

Remove Watermark Now

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Date: 18-10-2018

Sub: Offer letter

Dear **Harninder Singh**,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Business Development Trainee'.**

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m**

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

pdfelement

Remove Watermark Now

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You are requested to Submit the following to HR department along with the acceptance of Terms and Condition of Employment with Mechlin Technologies:

a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be

submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

pdfelement

Sincerely,

Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: _____

Name : _____

Date: _____

Remove Watermark Now



Strictly Private and Confidential

16-Apr-2019

Aashna Baldev Raj
HNo- 691 phase-2 Urban Estate Dugri.
9417937199

Dear Aashna,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 52491df4-9d62-450f-a7c3-7a752b94c280_1
Signed By: Mohan Sekhar

Remove Watermark Now

- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

pdfelement

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

Remove Watermark Now

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

pdfelement

Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

 Candidate's Signature Aashya

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ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law#	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

  TDS is deducted as applicable from your income.

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(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Remove Watermark Now

- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

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Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Strictly Private and Confidential

23-Apr-2019

Harsimranjot Chaine
#148, type 3, SLIET campus , Longowal , District Sangrur
8289026654

Dear Harsimranjot,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

pdfelement

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 7cf15b65-5ce8-42ef-b311-1c28bf804716_1
Signed By: Mohan Sekhar

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

pdfelement

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- **Additional Bonus**- of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

pdfelement

Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

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2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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01-Apr-2019

Ghan shyam
H. No. 602/C, Kamal Vihar Phase 2, Street No. 6, Near Surya enclave
8872287423

Dear Ghan,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter' program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 7f54181f-f3ca-4fc0-ae57-5aab5bcc09c9_1
Signed By: Mohan Sekhar

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Strictly Private and Confidential

01-Apr-2019

Hemant Kumar Tiwari
VILL - Ghanachhapar Po- Hussepur Ps- Bhore Dist- Gopalganj
8054426990

Dear Hemant,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

 Candidate's Signature Hemant Kumar Tiwari 20/6/19

Reference Id: 613554af-3a3f-4495-8cc2-ec9ab26361e5_1
Signed By: Mohan Sekhar

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Gmail

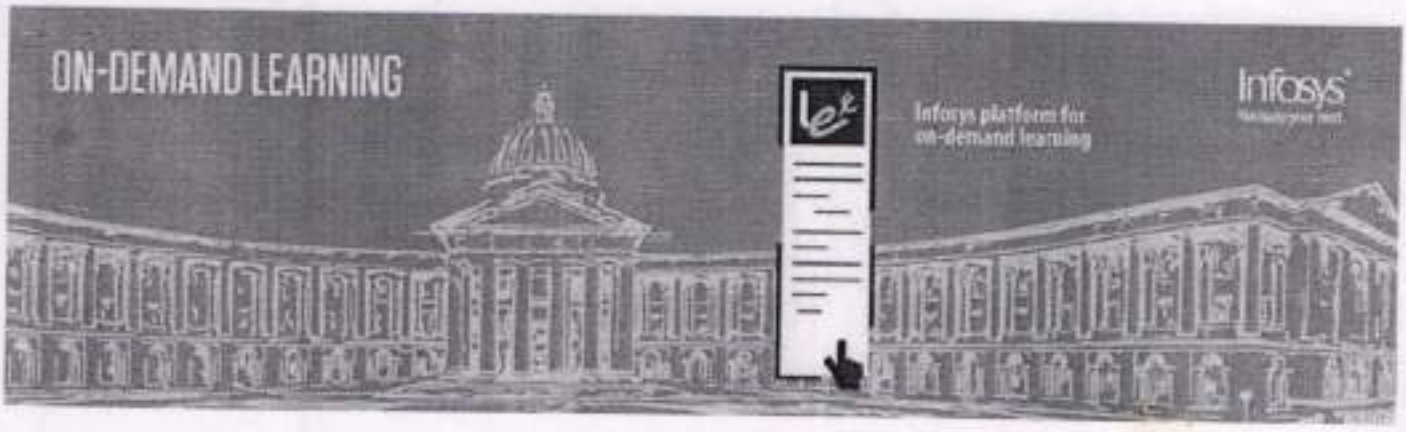
karandeep singh <karan2171996@gmail.com>

Infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Vardha@infosys.com>
To: "karan2171996@gmail.com" <karan2171996@gmail.com>

25 October 2018 at 12:02



Dear Karandeep Singh,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational**, **Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** karan2171996@gmail.com
- **Password: Th3VUCHf**

Keep learning! Keep winning!

pdfelement

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Regards,

Varadharaj V (Vardha)

AVP - Talent Acquisition

Infosys Limited

Stay Connected

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2 attachments

Stay Connected **image009.png**
11K



image006.jpg
993K

pdfelement

Tech Mahindra

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ar Ravi Kumar Bhagat,

warm welcome to Tech Mahindra BPS.

ad to have you as a part of Mahindra family. Wish you great success in your career with us.

ease find below important information to get started.

ssociate Name	Ravi Kumar Bhagat
ssociate Id	633154
AN Id	**TechMahindra**\RB00633154 While logging in please provide domain name (TechMahindra) before LAN ID as follow - TechMahindra\RB00633154
e t Procedure	Password: 5t$CK7e@ *Please ensure that you change your password after logging in for the first time using below link or else you will not be able to access any applications.* Password Reset : Get instant support without having to wait in the queue. • Associates are requested to call 7799 for their password reset through IVR • Press Alt+Ctrl+ Del in your system and get your password changed.
BU (Department Name)	IBU VNZ
esignation	Associate-Customer Support
and	U1
mployee Classification	BSG-Ops
Vork Location	TechM-Noida , NOIDA
usiness HR Name and Contact no.	
eporting Manager Name and Contact o.	Varun Godiyal VG00440125@TechMahindra.com

pdfelement

Tech Mahindra

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Please find below the portals to complete **important post Onboarding activities** like updating bank account details and PAN details for salary credit, providing tax declaration and Mandatory Courses.

(Please note that login credentials is same as your LAN Id and password)

MY Beatplus URL:

https://mybeatplus.techmahindra.com/

Navigation for Bank & Pan Updation:

Bank Details updation :

My Beatplus-> Easy ->Pace- HR->Employee Self Service -> Payroll and Compensation-> India Pay-> Transaction-> Bank Details

Pan Details updation :

My Beatplus -> Easy ->Pace-HR ->Employee Self Service -> Payroll and Compensation-> India Pay-> Transaction-> Update Pan No

Mandate Courses :

https://easy.techmahindra.com

Application -> DEXT – Get Head -> Login as Employee -> My Mandates

Should you need any assistance in logging in, please raise a request using the following URL or alternatively contact your Location HR Spoc.

https://tim.techmahindra.com/tim/HUBRequest.aspx

Wishing you a great career ahead.

Best Regards,
Onboarding Team.
BPS – HR Shared Services

pdfelement

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Tech Mahindra

Tech Mahindra Limited
[illegible]

Annexure – A

NAME	Ravi Kumar Bhagat
TITLE	Associate Customer Support
BAND	U1
LOCATION	Noida

COMPONENTS	Per Annum (All figures in INR)
BASIC (@20% OF TOTAL FIXED PAY)	35000
HRA (@50% OF BASIC)	18000
STATUTORY BONUS	7200
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	4320
EMPLOYER'S CONTRIBUTION TO ESI (@4.75%)	1966
PERSONAL PAY	106514
TOTAL FIXED PAY.....(A)	180000
ADDITIONAL BENEFITS.....(B)	2732
GRATUITY	1732
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	1000
TOTAL COST TO COMPANY..... (C) = (A) + (B)	182732

Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -

i) Insurance

a) Group Term Life Insurance (GTLI) Coverage: You would be covered under the existing Group Term Life Insurance scheme of the company applicable to the employees in your respective grades as per the company policy and the same will be paid to the respective nominated beneficiary on the unfortunate death of the employee.

b) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.

ii) Bonus / Statutory Bonus shall be paid in 12 equal monthly installments in advance along with your regular salary.

iii) Gratuity : As per Payment of Gratuity Act.

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Tech Mahindra

Ref:1708247/745542/Permt

Date: 20th June, 2019

Ravi Kumar Bhagat
H.No 72, Near Middel School
Lachhua, Bathnaha Sitamarhi, Bihar-843302
Phone No. 9798360893

Subject: Offer of Appointment

Dear Ravi Kumar Bhagat,

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

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Customer Support** on **U1** band, operating out of our **Noida** office.

2. Your "Annual Total Cost To Company" will be **Rs. 182732 (Rupees One Lakh Eighty Two Thousand Seven Hundred And Thirty Two Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions. Your remuneration package is strictly confidential between you and The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

3. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.

4. You are required to join on **20th June, 2019** and report to **Swetha** at 10:00 AM to complete the joining formalities at Tech **Mahindra Limited, A-7, Sector-64, Noida, UP - 201301**. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.

5. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.

6. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to Swetha latest by 20th June, 2019. In case of further clarifications, please get in touch with Offers Team (on E-Mail: P500551100@TechMahindra.com, and quote the Reference No. as mentioned above).

With Best Wishes
For Tech Mahindra Limited.

Vishal

Vishal Khanna
Head – Resource Management Group

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

Accepted
Date: 20-06-2019

Signature of Candidate: Ravi Kumar Bhagat

https://mail.google.com/mail/u/0/#inbox/KtbxLthVfQrSBnnKRNpQHVLZwzHMNszMrL?projector=1&messagePartId=0.2

Gmail

Gurjung Singh <gurjungmehta@gmail

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Accenture Task Notification

1 message

donotreply.indiacampus <donotreply@indiacampus.accenture.com> 26 January 2019 at 00:47
To: gurjungmehta@gmail.com



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ACCENTURE TASK NOTIFICATION

Dear Gurjung,

Thank you for your interest in pursuing a career with Accenture.

We are reaching out to you as one or multiple tasks have been assigned to you. Please login to your account and take the necessary action.

For any queries or assistance, please use the helpdesk menu.

We appreciate your time and support!

Note: Use Firefox or Chrome for the best experience.

Regards

Campus Recruitment team

Accenture in India

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Gmail

Shubham Goyal <goyalshub84@gmail.com>

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Accenture Task Notification

1 message

donotreply.indiacampus <donotreply@indiacampus.accenture.com> Sat, Jan 26, 2019 at 12:47 AM
To: goyalshub84@gmail.com



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ACCENTURE TASK NOTIFICATION

Dear Shubham,

Thank you for your interest in pursuing a career with Accenture.

We are reaching out to you as one or multiple tasks have been assigned to you. Please login to your account and take the necessary action.

For any queries or assistance, please use the helpdesk menu.

We appreciate your time and support!

Note: Use Firefox or Chrome for the best experience.

Regards

Campus Recruitment team

Accenture in India

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Subject **Fwd: Congratulations for your selection in Cummins!**
From vishal dhar <vishaldhar1999@gmail.com>
To tpo@gndec.ac.in <tpo@gndec.ac.in>
Date 2019-06-26 10:48

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- image001.png (~48 KB)
- image001.png (~48 KB)
- Relocation Policy.pdf (~134 KB)

---------- Forwarded message ---------
From: **Arti Kumari** <arti121737@gmail.com>
Date: Wed, 26 Jun 2019 at 8:14 AM
Subject: Fwd: Congratulations for your selection in Cummins!
To: <vishaldhar1999@gmail.com>

---------- Forwarded message ---------
From: Campus Recruitment <campusrecruitment@cummins.com>
Date: Sun 23 Jun, 2019, 12:40 PM
Subject: Congratulations for your selection in Cummins!
To: arti121737@gmail.com <arti121737@gmail.com>
Cc: Abishek Nair <abishek.nair@cummins.com>, Sagar S Rajpathak <sagar.s.rajpathak@cummins.com>, Hazel Gulati <hazel.gulati@cummins.com>, Kalyanee S Mhankale <kalyanee.mhankale@cummins.com>

Hi Arti Kumari,

We are pleased to inform you about your selection at Cummins in India. Please find below the salary break-up, request you to kindly go through the same and send us your acceptance by 24th June 2019.

Your date of joining will be 08th July 2019. Your work location will be **Phaltan, Maharashtra.**

You will receive the soft copy of the detailed offer and appointment letter post receipt of your offer acceptance.

Over and above the below CTC, you are eligible for other benefits as per Cummins policy. PFA relocation Policy. Request you to get in touch with your Line HR Abishek Nair (abishek.nair@cummins.com) for further clarification on the policy.

Please note: The below offer is subject to the clearance of background verification check.

You will have four days on boarding starting from 08th July 2019 to 11th July 2019 at Balewadi, Pune, post which you will report to your work location. We shall connect with you regarding your travel and accommodation arrangements.

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ANNEXURE A (Detailed Salary Break-up)

	Salary Grade	E-3	
	Name	Arti Kumari	
	Division / Function	EBU Manufacturing	
	Date of Joining	08-07-2019	
		Current BTE	
		Per Month (INR)	Per Annum (INR)
A	**Guaranteed Cash**		
	Basic	14,000	1,68,000
	Special Allowance	13,350	1,60,200
	House Rent Allowance (50% of Basic)	7,000	84,000
	Bonus / Ex -gratia	2,100	25,200
	Conveyance	1,600	19,200
	Medical Allowance	1,250	15,000
	Leave Travel Allowance (Paid Annually)	833	10,000
	Total A	**40,133**	**4,81,600**
B	**Retirals**		
	Provident Fund	1,800	21,600
	Gratuity (4.81% of Basic)	673	8,076
	Superannuation (15% of Basic)	2,100	25,200
	Total B	**4,573**	**54,876**
C	**Variable Pay**		
	Performance Pay (Average amount at payout factor of 1. The payout can vary between 0 and 2). Paid Annually	3,211	38,528
	Total C	**3,211**	**38,528**
	Total A+B+C (Benefit to Employee)	**47,917**	**5,75,004**

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Doc No: OL/HR/06/2019

CHC CONSULTING ASIA PACIFIC PRIVATE LIMITED

OFFER LETTER

June 10, 2019

Dear Mitil Kumar,
Kalabganj, Mirjanhat, Bhagalpur, Bihar, 812005.

Congratulations on being selected for the below mentioned position at **CHC Consulting Asia Pacific Private Limited.**

Title- Engineer I
Employee Code- CCAP10432
Tier- 1

We are pleased to extend an Offer of a total compensation of **Rs. 250000 (Two Lakh Fifty Thousand Rupees Only)** per annum subject to applicable statutory deductions such as tax deducted at source and/ or contractual deduction(s). This amount will be paid to you in equal installments on monthly basis. Please note that the detailed break-up of your salary will be provided in the Appointment Letter / Employment Agreement, which you shall be expected to execute at the time of your joining or earlier. This offer is subject to the below mentioned terms and conditions:

1. Subject to the discretion of the Company to transfer you at some other place in India and/or overseas, you will be initially based at our Corporate Office location at **Zone A, 12th Floor, Landmark Plaza, Plot A-40, Industrial Focal Point, Phase VIII-B, SEZ, Mohali-160059, Punjab.** Your employment will commence on **July 04, 2019.**

2. You will be on a probation period of three months including three months of extensive on the job training. On satisfactory completion of the probation period, your services will be confirmed through a written communication. In case your performance is not found satisfactory, then unless terminated, your probation period may be extended for a suitable period at the sole discretion of the Management.

3. This Offer is subject to your clearance of the Pre-Employment background and reference check. Please submit a copy of your resignation letter duly accepted by your present employer within 3 (three) working days of receipt of this offer letter. Please note that your services may be terminated at any time, including after confirmation, in case any information provided by you is found to be false, wrong and/or incomplete and/or background check reveals information based on which you may found to be unsuitable to work for the Company.

4. Please indicate your acceptance of our employment offer by signing and returning a copy of this Offer Letter and all the documents, mentioned below, within 2 (two) working days of receipt of this Offer Letter or period mentioned in clause 7 herein, whichever is earlier on the day of your joining, the Company will provide you with a detailed Appointment Letter / Employment Agreement for your execution.

5. In addition to the compensation as mentioned hereinabove, you are also entitled to receive the following additional benefits (subject to applicability of statutory deductions, if any), subject to your eligibility/ entitlement:

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a. **Night Shift Allowance-** Rs.350/- (Three hundred fifty rupees only) for each full working business night, and will be paid to you, only if you are required to work in the night shift.

b. **Food Subsidy-** Rs.150/- (one hundred and fifty) worth of food subsidy will be provided for each full day working shift.

c. You may be provided with Accidental death/disability coverage as per the Company policy and/ or subject to applicable laws.

6. Please send us a self-certified soft copy of the below listed documents along with the acceptance of this Offer at least within 2 (two) working days from the dispatch of offer letter, you need to bring a complete set of all documents with originals on your joining day.
   a. Updated Resume
   b. Color PIC in jpg format (1 along with the soft copy of signed offer letter) and (6 physical copies at the time of your joining)
   c. Aadhar Card and PAN Card (Color copy mandatory)
   d. All education documents (10th, 12th, Diploma, Graduation & Postgraduation – As applicable)
   e. Appointment Letter (Existing employer) *only for experienced candidate.*
   f. Copy of Resignation with acknowledgement (Existing employer) ***only for experienced candidate.***
   g. Last 3 months salary slip (Existing/Last Employer as applicable) ***only for experienced candidate.***
   h. All experience Letter from previous employers. ***only for experienced candidate.***
   i. Duly filled CCAP Hiring Form (Only Tab-1)
   j. Duly filled candidate declaration form. ***only for experienced candidate.***

Relevant terms of this Offer Letter will constitute part of your Employment Agreement/ Appointment Letter.
We look forward to you being a part of the team at the earliest.

Sincerely,

CHC CONSULTING ASIA PACIFIC PRIVATE LIMITED



Shivani Passi

Sr. Manager-Human Resources

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Doc No: OL/HR/06/2019

Salary Package Details (Break-Up)		
Name	Mitil kumar	
Title	Engineer I	
CCAP ID	CCAP10432	
Tier Level	1	
Components	Per Month (INR)	Per Annum (INR)
Basic Salary	₹ 10,417	₹ 1,24,998
House Rent Allowance	₹ 4,167	₹ 49,999
Leave Travel Allowance	₹ 868	₹ 10,417
Medical Expense Reimbursement (Annualized)	₹ 1,250	₹ 15,000
Transport Allowance	₹ 1,600	₹ 19,200
Special Allowance	₹ 1,282	₹ 15,383
Employer's Contribution to Provident Fund {C}	₹ 1,250	₹ 15,000
Total CTC (A)	₹ 20,833	₹ 2,50,000
Employee's Contribution to Provident Fund {B}	₹ 1,250	₹ 15,000
Employer's Contribution to Provident Fund {C}	₹ 1,250	₹ 15,000
Professional Tax {D}	₹ 200	₹ 2,400
Labor Welfare Fund {E}	₹ 5	₹ 60
Net Salary Before Tax (A-(B+C+D+E))	₹ 18,128	₹ 2,17,540

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Sincerely,

CHC CONSULTING ASIA PACIFIC PRIVATE LIMITED

Shivani Passi

Sr. Manager-Human Resources

Declaration

I have read, understood and accepted the terms and conditions of the Offer Letter dated 10/06/2019 issued to me.

Signature: Mitil Kumar

Date: 19/06/2019

Full Name: Mitil Kumar

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Vedantu
YOUR PERSONAL TEACHER ONLINE

07 June 2019

Dear **Mitil Kumar,**

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a **"Business Development Associate"** in our **Sales & Marketing Team**. I am sure your valuable experience and passion to excel will be of great value to Vedantu and will help company to propel towards its Global vision.

Let's try and understand what this opportunity has in store for you. Vedantu, started as a consequence of the passion for education and learning that the founding team shared and with a vision to change the way technology can help make learning more effective and engaging for anyone. Since inception, Vedantu has grown from being just a start up to a company taking its first steps into the market and planning the bigger leaps in the coming days. Our products and services have been a result of passionate work of the team and valuable feedback of the users and needless to say, everyone has loved the products/services in their early stage itself.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in Vedantu is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

Fulfilment

Coming to the professional part of the offer, you will need to join Vedantu Team in **Delhi** & **Your Fixed Remuneration would be INR 400000 (Four Lakhs only) per annum as per Annexure A. In addition you would be eligible for INR 3,00,000 (Rupees Three Lakhs only) per annum as variable pay basis your performance.**
You would be on a Training period of 6 Months from the actual Date-of-Joining and *would be eligible for a Traineeship Fees after completion of 3 Weeks of Training*, of INR 25,000 (Rupees Twenty Five Thousand) per month, less TDS as per Income Tax Rule.

You will be eligible for Travelling reimbursement of Rs. 12,000/- (Rupees Twelve Thousand only) (to and from your hometown to Bangalore) on actuals as per bills submitted, subject to completion of initial 3 weeks of training as mentioned below.
Delhi/Noida/NCR: Air Travel on Low cost carriers;
Other Cities: Volvo Bus/Train-3A/Train-2A
Company will provide accommodation during the training period of first 3 weeks.
On the financial front, your growth at Vedantu will be linked to your performance and company's growths, we are confident of both.
We are looking forward your date of joining on **10 June 2019**. A wonderful experience awaits you here, that's a promise!

Cheers!
Anand Prakash
Director & Co-founder
Vedantu Innovations Pvt. Ltd.

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Vedantu
YOUR PERSONAL TEACHER ONLINE

Annexure A

Sr. No.	Components Structure	Monthly	Yearly
1	Cost-to-company (CTC) as per Offer	33333	400000
2	Employer's Contribution to Provident Fund	1800	21600
3	Employer's Contribution to ESIC	0	0
	NET CTC	**31533**	**378396**
	Salary Break Up		
A1.	Basic Salary	15767	189204
A2.	House Rent Allowance	7884	94608
A3.	Conveyance Allowance	0	0
A4.	Meal Card	0	0
A5.	Statutory Bonus	1419	17028
	(A) Sub Total (A1+A2+A3+A4+A5)	**25070**	**300840**
B1.	Medical Reimbursement	0	0
B2.	Mobile /Internet Reimbursement	0	0
B3.	Fuel Reimbursement	0	0
B4.	Professional Development	0	0
B5.	Leave Travel Allowance	0	0
B6.	Special Allowance	6463	77556
	(B) FBP Sub Total (B1+B2+B3+B4+B5+B6)	**6463**	**77556**
	Sub Total (A)+(B)	**31533**	**378396**
	Deductions		
C1.	Employee's Contribution to Provident Fund	1800	21600
C2.	PT	200	2400
C3.	Employee's Contribution to ESIC	0	0
	(C) Sub Total (C1+C2+C3)	2000	354396
	***Estimated Take Home [(A)+(B)-(C)]**	**29533**	**354396**

* TDS applicable as per Income Tax Rule

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Subject **RE: Invitation for Campus Recruitment 2019 Passing Out Batch - GNDEC Ludhiana**
From Rajput, Ajay <arajput@chcconsulting.com>
To tpo@gndec.ac.in <tpo@gndec.ac.in>
Cc Passi, Shivani <spassi@chcconsulting.com>
Date 2019-06-04 12:21

Dear Mr. Sodhi,

Below is the list of final selected candidates from our side. These candidates need not to come for final interview in Mohali.

We will release their offer letter with in a day of two and their tentative date of joining will be 4th July 2019.

Sr. No.	Univ. Roll No	Name of Student	Stream	Phone
1	152097	Mitil Kumar	EE	9803690723
2	1507846	Md Mizan Akhtar	ECE	9464603282
3	1508075	Diljeet Singh	ME	7009886229
4	1508172	Ravi Kant	ME	9501688201
5	1607073	Sunaina Saini	ECE	8837794175

Thanks

-----Original Message-----
From: tpo@gndec.ac.in <tpo@gndec.ac.in>
Sent: 31 May 2019 08:41
To: Rajput, Ajay <arajput@chcconsulting.com>
Subject: Re: Invitation for Campus Recruitment 2019 Passing Out Batch - GNDEC Ludhiana
Importance: High

Dear Sir,

Greetings of the day!

This is to inform you that we are having NBA team visit on 4th June, 2019 in our campus, so kindly re-schedule the drive on 3rd June, 2019.

Sorry for the inconvenience caused.

Feel free to contact the undersigned/

Dhruv Chawla, Student Coordinator
((+91)9914450647)

--
Thanks & Regards,
Gagandeep Singh Sodhi,
Training & Placement Officer,
GNDEC Ludhiana,
((+91)9872219178)

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OSN
Originative Solutions Network

Originative Solutions Network Pvt. Ltd.
Industrial Automation Experts

Corp. Office: #St. No. 1, Opp. SBI Bank, Akal Sahai Nagar,
Mundian Kalan, Chd. Road, Ludhiana, Punjab (INDIA)-141015

Reference No.: OSN/19-20/O/0053

Date: 20/11/2019

Sub: Offer Letter for the post of Jr. Executive in Technical Department.

Dear Abhishek Kumar,

Congratulations!

This has reference to the discussions you had with us on the above mentioned subject. We are delighted to offer you a position of Jr. Executive on terms and conditions mutually agreed upon at the time of interview.

You are requested to join us on November 21, 2019. While coming for joining please bring along photocopies of testimonials of educational qualifications for our records and also bring the relieving certificates from your last employer.

The formal letter of appointment shall be issued to you on your joining the duties.

We welcome you to our organization and wish you a bright career ahead

Yours sincerely,

pdfelement

For Originative Solutions Network Private Ltd.

(Authorized Signatory)

I hereby accept your offer and shall join my duties on 21-Nov-2019

Abhishek Kumar

(Signature)

Email : osnpl.jal@gmail.com, contact@osnpl.com
Visit us at : www.osnpl.com, Mob. : 098780 98612 / 82830 79270

Fuji Electric ABB
Authorized System Integrator

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Offer: Computer Consultancy
Ref: TCSL/CT20182364972/Delhi
Date: 08/10/2018

Mr. Gaurav Kumar
Hostel No.1,Guru Nanak Dev Engineering CollegeGill Road,
Gill Park,
Ludhiana-141006,
Punjab.
Tel# 91-7004217036

Dear Gaurav Kumar,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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TRIDENTGROUP

TRIDENT/HR/CORP/2019/44735
13.07.2019

SHUBHAM SINGH
VILL-KHATAULI, ROBERTSGANJ
SONBHADRA-231216, (UTTAR PRADESH)

SUBJECT: LETTER OF OFFER

Dear **SHUBHAM SINGH**,

With reference to your application dated **24/10/2018** and subsequent interview with us, we are pleased to offer you the post of **FRONT LINE ENTREPRENEUR-IL5** in **TAKSHASHILA** of **TL- CORPORATE** in **Trident Limited ("Company")** on the following terms and conditions, subject to a successful background check and you being found medically fit by our authorized Hospital/ Medical Officer:

1.You shall be joining the duty on **05/08/2019** at **09:00 am** at Office of the Company at Trident Group, Sanghera-148101, India.

2. Your total earnability will be as detailed in the **Annexures 'A'** with effect from your date of joining on **05/08/2019**. All payments would be subject to deduction of applicable taxes at source (TDS). Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You shall be on probation for an initial period of **60** days from the date of joining. The confirmation after **60** days shall be subject to your Performance and achievement of thresholds.

4. This letter of offer ("**Offer Letter**") is contingent upon satisfactory reference checks, supply of original documents in support of information submitted and correct information, free from any material false representation, furnished in your application for employment.

5. This Offer Letter is being issued to you in duplicate. This Offer Letter shall not be construed as an appointment letter. The formal letter of appointment will include the other terms and conditions in respect of your employment with the Company and shall be issued within 30 days of your joining the Company. The commencement of your employment will be subject to the execution of the letter of appointment. You shall also be required to comply with the terms and conditions stipulated under the service rules, code of conduct, standing orders and policies of the Company.

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6. In order to facilitate the joining process, we require documents in original from your end, which are mentioned in **Annexure 'B'**.

7. All Annexures appended herewith shall form an integral part of this Offer Letter.

8. Any difference or dispute arising out of this Offer Letter during its validity or thereafter would be resolved amicably and if the same is not resolved, then the same would be adjudicated by the courts at Barnala, Punjab which shall have exclusive jurisdiction in respect to all the matters.

You are requested to send us a copy of this Offer Letter and its Annexures duly signed by you as a token of your acceptance of this Offer on or before **17/07/2019**.

On failing to send any of the documents and/or reporting to join the duty as mentioned above, without prior consent in writing from the Company, or on unsuccessful background check results or if you are found medically unfit, this Offer Letter shall stand withdrawn and cancelled automatically, without any further notice and liability on the Company.

pdfelement

In case of further clarifications, please get in touch with PRIYANKA SETHI (on E-Mail: PRIYANKASETHI@TRIDENTINDIA.COM).

Thanking You,

For **Trident Limited**

Signature Not Verified
Digitally signed by SHIFA JOSHI
Date: 2019.07.16 14:27:02 IST
Reason: Authorized Signatory
Location: Barnala

(SHIFA JOSHI SHARMA)

Authorized Signatory

Acceptance :

I **SHUBHAM SINGH** hereby accept your offer, subject to conditions mentioned above and shall join my duties on 05/08/2019.

Date:

Candidate's Signature:

Candidate's Name:

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ANNEXURE 'A'

[TOTAL EARNABILITY - COMPENSATION STRUCTURE]

You shall be responsible as **MANAGEMENT TRAINEE** in **LEARNING & DEVELOPMENT PB** department. You shall be paid the monthly Total Earnability as detailed hereunder.

Particulars	**Amount (in INR)**
Basic Pay	30,000
House Rent Allowance	11,713
Cash Bonus	0
Employer PF Contribution	1,800
Employer ESI Contribution	0
Employer LWF	20
Bonus (To be paid annually)	3,000
Risk Management	2,025
Gratuity	1,442
Monthly CTC	50,000
Special Incentive	25,000
Performance Incentive	50,000
Total Earnability	125,000

pdfelement

Date:

Candidate's Signature:

Candidate's Name:

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ANNEXURE 'B'

[List of documents]

1. Educational Passing certificates and marksheets (10th, 12th/Diploma/Graduation etc.)
2. Copy of Curriculum vitae & Personal detail form
3. Temporary ID-Card (download from Online Registration Portal)
4. PAN Card
5. Address Proof :
   - Aadhar Card
   - Passport (if applied then Acknowledgment receipt is a must)
   - Voter ID card/Ration card/Driving license/Electricity bill (Optional)
6. Proof of last drawn salary (If applicable)
7. Experience letter/ Service report/ Relieving letter of all previous employer/s (If applicable)
8. Form 16 or receiving of Income Tax Return for last year (If applicable)
9. Proof of Bank account i.e. Bank passbook, Bank Cheque, Online statement etc.
10. Passport size photographs (Sixteen in number)
11. Marriage certificate (If applicable)
12. DMAT a/c information of yours/immediate family member as per SEBI regulation (www.sebi.gov.in/faq/faqdemat.html) (If applicable)

Note: You are requested to bring all the above specified documents in Original & Xerox for joining. **These documents are MANDATORY at the time of joining otherwise we may not be able to go ahead with the Joining process.**

As part of your joining procedure, you will be going through induction programs at our manufacturing plants in Sanghera and Dhaula. Members located at Budhni will travel to Budhni after completion of Joining & Induction process. Also, the salary account is opened in Punjab National Bank/ State Bank of India only on the day of joining.

pdfelement

Condition for Termination of Employment:

1. If terminating within 30 days of joining, the member may give parting notice in writing as required under the rules of the company.

In case of any query related to joining process, please feel free to get in touch with **PRIYANKA SETHI | PRIYANKASETHI@TRIDENTINDIA.COM**.

STERLING & WILSON

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HR/19-20/24487

12th June 2019

Mr. Shubham Singh

Guru Nanak Dev Engineering College,
Ludhiana.

Dear Mr. Shubham Singh,

With reference to the recruitment drive organized at Guru Nanak Dev Engineering College, Ludhiana, we are pleased to make a career offer to you for the position of **Graduate Engineer Trainee.** You will be on probation for a period of 12 months. On your confirmation you will be designated as **Project Engineer.**

You will be required to join on **15th July 2019**.

The break-up of your proposed compensation is as under:-

Emoluments	**Amount (Rs.)**	
Basic Pay (p.m.)	12,500.00	
Allowances (p.m.)	12,500.00	
Gross Salary (p.m.)	25,000.00	
Gross Salary (p.a.)	**3,00,000.00**	
Retiral & Annual Benefits (p.a.)		
PF @ 12% (Employer Contribution)	18,000.00	
Gratuity	7,212.00	
Annual Bonus	12,495.00	
*Loyalty Bonus / PLP	60,000.00	(after completion of 1 year)
Conveyance Reimbursement (p.a.)	18,000.00	
TOTAL CTC	**4,15707.00**	
Other Benefits		
**Outstation Allowances (p.a.)	60,000.00	(on case-to-case basis)
Mobile Expenses Reimbursement (p.a.)	6,000.00	
Medi-Claim (Self,Spouse 2 Children)	3 Lakh	(Family Floater)
Group Personal Accident Policy	40 Lakhs	
Group Term Life Policy	25 Lakhs	

pdfelement

Sterling and Wilson Private Limited
Associates of: Shapoorji Pallonji and Private Limited
Registered Office: Universal Majestic, 9th Floor, P. L. Lokhande Marg, Chembur (W), Mumbai – 400 043
Phone: (91-22) 25485300 | Fax: (91-22) 25485331 | CIN: U31200MH1974PTC017538
Email: mumbai@sterlingwilson.com | www.sterlingandwilson.com

STERLING & WILSON

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*It would be paid in full in the first year and thereafter it will be Performance Linked Pay (PLP) subject to individual's performance.

**You will be entitled to an Outstation Allowance depending on the project location and posting.

You are advised to acknowledge duplicate copy of this Offer Letter as a token of your acceptance of the terms and conditions of your employment.

Please note that this offer letter is valid subject to your successful completion of your graduation degree.

We welcome you to Sterling and Wilson Group.

Yours sincerely
For STERLING AND WILSON PVT. LTD.

(MOHAN SINGH)
Group Head – Human Resources

pdfelement

Acceptance of Offer

If after signing and returning this Offer Letter, you decide not to join us, an amount equivalent to one month of your Offered Gross Salary shall be payable by you to Sterling and Wilson Pvt. Ltd. to defray the recruitment time and related costs incurred.

Signature_____
Date_____

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MICROMOUNT
project management

Ref No- 2019-20/HR/08

Date: 27th June, 2019

TO,

Mr. Jaskaran Singh

#321, Near primary school, Doraha,

District- Ludhiana,

Pin code- 141421

Contact: 09915902698

Sub: Offer Letter for Appointment

Dear Mr. Jaskaran Singh

With reference to your application and intent of Joining our organization, and subsequent interview with us, we are pleased to appoint you for the post of **Assistant Project Coordinator (Electrical)** at our office.

As discussed you are required to join the office on 01st July, 2019 after acceptance of this offer letter.

We are pleased to appoint you for the probation period of 2 months which shall be payable at Rs. 10,000/- per month.

You are requested to sign a copy of this letter as a token of acceptance and courier it back to us.

pdfelement

For,

MICROMOUNT

Authorized Signatory

Offer accepted .....

MICROMOUNT
Jb. Green Enclave, Sukhdev Nagar, Ludhiana - 141012
T: +91 161 2552736 F: +91 161 2552536
Web: www.mmpmc.co

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Originative Solutions Network Pvt. Ltd.
Industrial Automation Experts

Corp. Office: #St. No. 1, Opp. SBI Bank, Akal Sahai Nagar,
Mundian Kalan, Chd. Road, Ludhiana, Punjab (INDIA)-141015

Reference No.:OSN/19-20/O/0050 Date: 03/08/2019

Sub: Offer Letter for the post of Executive in Technical Department.

Dear Pritpal Singh

Congratulations!

This has reference to the discussions you had with us on the above mentioned subject. We are delighted to offer you a position of Executive on terms and conditions mutually agreed upon at the time of interview.

You are requested to join us on August 01, 2019. While coming for joining please bring along photocopies of testimonials of educational qualifications for our records and also bring the relieving certificates from your last employer.

The formal letter of appointment shall be issued to you on your joining the duties.

We welcome you to our organization and wish you a bright career ahead

Yours sincerely,

For Originative Solutions Network Private Ltd.

(Authorized Signatory)

I hereby accept your offer and shall join my duties on 1 Aug 2019

(Signature) Pritpal Singh

Email : osnpl.jal@gmail.com, contact@osnpl.com
Visit us at : www.osnpl.com, Mob. : 098780 98612 / 82830 79270

Fuji Electric
Authorized System Integrator

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EE - 2019

1507781
182086

Offer: Computer Consultancy
Ref: TCSL/CT20182569578/Delhi
Date: 08/10/2018

Mr. Surinder Singh
Vpo- Galib Kalan Tehsil-JagraonTanda Road,
Jagraon,
Ludhiana-142036,
Punjab.
Tel# 91-9814884543

Dear Surinder Singh,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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.

pdfelement

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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

Remove Watermark Now

Subject **Re: Offer Letter, GAT - Nestle India Limited**
From hardeep singh <har7837@gmail.com>
To Gupta,Pratishtha,MOGA,Business Partnering <Pratishtha.Gupta@in.nestle.com>
Cc Arora,Sachin,MOGA,HR Services <Sachin.Arora@in.nestle.com>, Sadiq,Karuna,MOGA,HR Services <Karuna.Sadiq@in.nestle.com>, Singh,Ravi,MOGA,Business Partnering <Ravi.Singh@in.nestle.com>, tpo@gndec.ac.in <tpo@gndec.ac.in>
Date 2019-08-21 21:38

I accept the offer. Thank you so much Nestle for the opportunity

On Wed, Aug 21, 2019, 5:52 PM Gupta,Pratishtha,MOGA,Business Partnering <Pratishtha.Gupta@in.nestle.com> wrote:

Dear **Hardeep**,

Congratulations on your selection with Nestle India Limited for the position of **Graduate Apprentice Trainee**. Your appointment would be for the period of **12 months** during which you will receive a stipend of **Rs. 15,000/month**.

You are required to join us on **26th August, 2019, Monday at Nestlé Moga at 8:30 a.m.**

Please send us your acceptance on this mail by today itself and fill and send the Personal Data Sheet to us by the 22nd.

pdfelement

You are required to carry with you the following documents on the day of joining :-

1. Original education certificates along with one set of photocopies.

   10th, 12th, all semester mark-sheets and Degree Certificate.(Provisional Degree certificate in case, degree has not been allotted yet)

2. 6 Passport size photographs.
3. Copy of PAN card.
4. Medical reports (Medical Tests to be done as per the list attached with the mail) *(Also carry the original bills for reimbursement)*
5. Medical fitness certificate. (As attached with the mail)
6. Permanent residence proof - Driving License/ Voter ID Card/ Passport

As per the ruling of IT Department its mandatory to have a PAN number. Please ensure that you have your PAN number with you on the day of joining. Please note it will not be possible for us to complete the joining formalities without the PAN number. In case you do not have PAN card or number please click on the link below to apply for it online.

https://tin.tin.nsdl.com/pan/index.html

In case of any clarification feel free to get in touch with me.

Looking forward to meeting you at Moga.

Remove Watermark Now

Best Regards,

Pratishtha Gupta

Assistant Manager, Human Resources

01636-512259

pdfelement

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MICROMOUNT

Ref No- 2019-20/HR/08

Date: 27th June, 2019

TO,

Mr. Jaskaran Singh

#321, Near primary school, Doraha,

District- Ludhiana,

Pin code- 141421

Contact: 09915902698

Sub: Offer Letter for Appointment

Dear Mr. Jaskaran Singh

With reference to your application and intent of joining our organization, and subsequent interview with us, we are pleased to appoint you for the post of **Assistant Project Coordinator (Electrical)** at our office.

As discussed you are required to join the office on 01st July, 2019 after acceptance of this offer letter.

We are pleased to appoint you for the probation period of 2 months which shall be payable at Rs. 10,000/- per month.

You are requested to sign a copy of this letter as a token of acceptance and courier it back to us.

For,

MICROMOUNT

Authorized Signatory

Offer accepted..Jaskaran Singh.....

M/s MICROMOUNT
Sh. Green Enclave, Sukhdev Nagar, Ludhiana - 141012
T: +91 161 2552736, F: +91 161 2552737
Web: www.micromount.in

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STEEL STRIPS GROUP

INDIAN ACRYLICS LIMITED
UNIT-1 (SPINNING DIVISION)
CIN: L24301PB1986PLC006715
Head Office : ISO 9001-2008 Certified
SCO 49-50-51, Sector-26,
Madhya Marg, Chandigarh-160 019 (INDIA)
Tel. : +91-172-2792385 / 2793112
Fax : +91-172-2794834 / 2790667
Website : www.indianacrylics.com

Ref. No. : IAL/Admn/ 1844
Dated : Mar,3,2019

Mr. Kulwinder Singh
S/O Sh. Gobinder Singh
Village Nangal P.O Abiana,
Tehsil Anandpur Sahib

SUB. : LETTER OF INTENT

With reference to your application and subsequent interview with us, the Management is pleased to give you offer of appointment as GRADUATE ENGINEER TRAINEE on the terms and conditions mutually agreed upon.

This offer of appointment will be effective from the date you join your duty. You are advised to report for your duty at our Works: Village – Harkishanpura,Post Office – Bhawanigarh, Distt. – Sangrur (Pb). Jun-19.

The detailed appointment letter will be issued to you on your at our Works joining subject to submission of the following documents.

1. Certificate for age proof.
2. Three passport size photographs.
3. Copies of Educational / Professional Qualification.
4. Relieving Letter from the present employer.
5. Copy of Aadhaar card .

In case above offer is acceptable to you, please sign the duplicate copy of the same in token of your acceptance and confirmation of your joining us on the stipulated date.

We look forward to your successful career in our organization.

For Indian Acrylics Limited

Sandeep Sharma

(SANDEEP SHARMA)
Sr Executive Director - Comm

Works & Regd. Office : Village Harkishanpura, Patiala - Sangrur Highway, Distt. Sangrur - 148 028 (Pb.)
Tel. : +91 (1672) 278109, 278104, Fax : +91 (1672) 278110
Delhi Office : S-2, Second Floor, Vasant Square Mall, Community Center, Pocket V, Plot No. A, Sector B, Vasant Kunj, New Delhi-110 070, Phone-011-40000378, 377,379

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Mahindra
Rise.

Dear Kulwinder Singh,

You'll be happy to know that Mahindra has offered you a chance to apply for the job: GAT posted on 09/07/2019. We invite you to log in to our Career Site with your registered email (skulwinder1498@gmail.com) to apply for the job.

Click GAT Link to apply.

Regards,
Mahindra Team

pdfelement

*** Please note that this is a system generated email. Do not reply to this email account**

Remove Watermark Now

Subject: **Unit Allocation of Selected Students**
From: Garima Sharma (Corp - HR) <corphr5@vardhman.com>
To: gagan_sodhi76@yahoo.com <gagan_sodhi76@yahoo.com>, tpo@gndec.ac.in <tpo@gndec.ac.in>
Cc: Sumeet Kaur Bal (Corp HR) <corphr3@vardhman.com>
Date: 2019-06-08 16:19

- HR Details.xlsx (~10 KB)

Dear Sir,

Please find mentioned below the location details of selected students of your college.

Sr. No.	INSTITUTE	NAME OF CANDIDATE	FUNCTION	DESIGNATION	SCHEME	GENDER	UNIT
1	GNE	Gurkrishan Singh	Mechanical	GET	Campus	Male	Auro Weaving
2	GNE	Mohit Bassi	Mechanical	GET	Campus	Male	MSM-TD
3	GNE	Shrawan	Electrical	GET	Campus	Male	Auro Textiles
4	GNE	Gurpreet	Electrical	DET	Campus	Male	Auro Textiles

Also, find enclosed the contact details of concerned HR persons of the units. You are requested to share the respective HR person details with ...nts for further coordination. Also, the selected students can book their journey tickets accordingly.

For any queries, you may get in touch with Ms Sumeet Bal from Corporate HR. Her contact number is 8146652336.

Regards,

Garima Sharma
Corporate HR
Vardhman Textiles Limited
Chandigarh Road Ludhiana -141010
Ext no 1157 M +91 8146625355
www.vardhman.com

Vardhmān
Delivering Excellence Since 1965

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Madhya Pradesh			
Unit	**Location**	**Contact Person**	**Contact Details**
V.Fabrics	Budhni	Govind	7869999175
V.Yarns	Satlapur	Abraham Thomas	7869966015
Anant	Madideep	Mukesh Vats	7869959094
Himachal Pradesh			
VSM	Baddi	Vishwas Chandel	8894727302
VMT	Baddi	Rakesh Sharma	8894723119
Arisht	Baddi	Anshul	8894723221
Auro Spinning	Baddi	Mohan Jangra	8894723205
Auro Dyeing	Baddi	Reena Kumari	8894723110
Auro Textiles	Baddi	Tarun Arora	8894723520
MSM - TD	Baddi	Geetika	8894723505
Auro Weaving	Baddi	Geetika	8894723505
Central HR - Himachal Pradesh			
CHR	Baddi	Asmita	8894783384
CHR	Baddi	Garima	8894723018
Punjab			
VYTL -1	Hoshiarpur	Daljit	8146652466
VYTL - 2	Ludhiana	Ved Prakash	8894704052
Arihant Spinning	Malerkotla	Raj Kumar	8146625635
VSGM	Ludhiana	Aditi Sharma	8054166812
Tamil Nadu			
VYTL - 3	Perundrai	Immaneul	9345416959

partelement

Information of Selected Students

Remove Watermark Now

From Garima Sharma (Corp - HR) <corphr5@vardhman.com>

Date Today 00:50

Dear Sir,

Please find the list of selected students in Campus Interviews

For Job - GET (Graduate Engineer Trainee - Mechanical)

1. Gurkrishan Singh — ME-151041 | 1508029
2. Mohit Bassi — ME-151082 | 1508145

For Job - GET (Graduate Engineer Trainee - Electrical)

1. Shrawan Kumar — EE-152127 | 1606938

The offer letter of selected students will be released in the month of March , 2019.

Regards,

pdfelement

Garima Sharma

Corporate HR

Vardhman Textiles Limited

Information of Selected Students

Remove Watermark Now

From Garima Sharma (Corp - HR) <corphr5@vardhman.com>

Date Today 00:50

Dear Sir,

Please find the list of selected students in Campus Interviews

For Job - GET (Graduate Engineer Trainee - Mechanical)

1. Gurkrishan Singh — ME-151041|1508089
2. Mohit Bassi — ME-151082|1508145

For Job - GET (Graduate Engineer Trainee - Electrical)

1. Shrawan Kumar — EE-152127|1606938

The offer letter of selected students will be released in the month of March , 2019.

Regards,

pdfelement

Garima Sharma

Corporate HR

Vardhman Textiles Limited

Remove Watermark Now

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Date: 18-10-2018

Sub: Offer letter

Dear **Tarun Kumar**,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Business Development Trainee'**.

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m**.

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

pdfelement

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You are requested to Submit the following to HR department along with the acceptance of Terms and Condition of Employment with Mechlin Technologies:

a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

pdfelement

Sincerely,

Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: Tarun

Name : Tarun Kumar

Date: 02/Nov/18

Remove Watermark Now

Subject **Unit Allocation of Selected Students**

From Garima Sharma (Corp - HR) <corphr5@vardhman.com>

To gagan_sodhi76@yahoo.com <gagan_sodhi76@yahoo.com>, tpo@gndec.ac.in <tpo@gndec.ac.in>

Cc Sumeet Kaur Bal (Corp HR) <corphr3@vardhman.com>

Date 2019-06-08 16:19

- HR Details.xlsx (~10 KB)

Dear Sir,

Please find mentioned below the location details of selected students of your college.

Sr. No.	INSTITUTE	NAME OF CANDIDATE	FUNCTION	DESIGNATION	SCHEME	GENDER	UNIT
1	GNE	Gurkrishan Singh	Mechanical	GET	Campus	Male	Auro Weaving
2	GNE	Mohit Bassi	Mechanical	GET	Campus	Male	MSM-TD
3	GNE	Shrawan	Electrical	GET	Campus	Male	Auro Textiles
4	GNE	Gurpreet	Electrical	DET	Campus	Male	Auro Textiles

Also, find enclosed the contact details of concerned HR persons of the units. You are requested to share the respective HR person details with ents for further coordination. Also, the selected students can book their journey tickets accordingly.

For any queries, you may get in touch with Ms Sumeet Bal from Corporate HR. Her contact number is 8146652336.

Regards,

Garima Sharma
Corporate HR
Vardhman Textiles Limited
Chandigarh Road Ludhiana -141010
Ext no 1157 M +91 8146625355
www.vardhman.com

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Delivering Excellence Since 1965

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Subject **Mahindra & Mahindra Ltd. GAT recruitment 2019 - Guru Nank dev Engineering College, Ludhiana**

From DESHPANDE AMOL - HR <DESHPANDE.AMOL@mahindra.com>

To tpo@gndec.ac.in <tpo@gndec.ac.in>

Cc KANSAL VARUN - SWARAJ <KANSAL.VARUN@mahindraswaraj.com>

Date 2019-04-22 10:26

Stipend during Apprentic INR. 25,000/- Per Month

- F20 - Selected Candidate details.xls (~21 KB)

Dear Team,

First of all a hearty thanks for extending support during campus interviews.

We are intend to offer apprenticeship to following students from your institute. They will be appointed as **Graduate Apprentice Trainee** under Apprentices Act in Mahindra & Mahindra Ltd., Swaraj Division (Mohali Plant), subject to clearance of medical examination and eligibility criteria.

College	Name	Last Name	Gender	Branch
Guru Nanak Dev Engineering College	Vishal	Gandotra	Male	Mechanical Engineering
Guru Nanak Dev Engineering College	Prabhsharan	Singh	Male	Mechanical Engineering
Guru Nanak Dev Engineering College	Shubhkarman	Chaggar	Male	Mechanical Engineering
Guru Nanak Dev Engineering College	NAVDEEP	SINGH	Male	Mechanical Engineering
Guru Nanak Dev Engineering College	Madhav	Madaan	Male	Mechanical Engineering
Guru Nanak Dev Engineering College	VIKRAMJEET	SINGH	Male	Mechanical Engineering
Guru Nanak Dev Engineering College	sahil	kumar	Male	Mechanical Engineering
Guru Nanak Dev Engineering College	KULWINDER	SINGH	Male	Electrical Engineering
Guru Nanak Dev Engineering College	Kartik	Makkar	Male	Mechanical Engineering

a 1508219
151363 MC / 1508220
151335 ME / 1508157
151115 ME / 1508199
151084 ME / 1508149
151075 ME / 1508134
151361 ME / 1508216
151106 ME / 1508182
152045 EE / 1507738
151072 ME / 1508129

Our heartiest congratulations to selected students, we will get back to you with further details about their joining date, offer letter & other formalities.

We need the following assistance from your end:-

1. **Confirmations on the acceptance of the offer by the candidates latest by 24th April 2019**
2. **Details of the selected candidates as per the attached sheet which will help us maintain a correct database for future communication to the candidate latest by 24th April 2019.**

For any further clarifications please feel free to contact the undersigned.

Regards,
Amol Deshpande - HR
Mahindra & Mahindra Ltd.
Akurli Road, Kandivli (E), Mumbai
Ph. 9987671720

pdfelement

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Subject **Fwd: Results of capgemini drive**
From QSpiders Chandigarh <qspiderschandigarh@gmail.com>
To <tpo@gndec.ac.in>
Date 2019-04-04 16:07

Dear Sir
Greeting from Qspiders!

we are happy to inform your that three student your college
Name-Sanjeev saini Mobile no-9464774385 Emails-saini.sanjeev1996@gmail.com
Name- Nitesh lekhi Mobile no-8556934506 Emails-niteshlekhi@gmail.com
Name-Jaskeerat singh Mobile no-8557042200 Emails-js294@yahoo.com
Has got cleared the recruitment process done by capgemini company

Thank you for your support we hope same kind of co-operation in future for long term association

Regards
[illegible] (HR)
Qspiders Chandigarh
25084611

pdfelement

STERLING & WILSON

HR/19-20/24487

12th June 2019

EE
152128
1606938

Mr. Shubham Singh

Guru Nanak Dev Engineering College,
Ludhiana.

Dear Mr. Shubham Singh,

With reference to the recruitment drive organized at Guru Nanak Dev Engineering College, Ludhiana, we are pleased to make a career offer to you for the position of **Graduate Engineer Trainee.** You will be on probation for a period of 12 months. On your confirmation you will be designated as **Project Engineer.**

You will be required to join on **15th July 2019**.

The break-up of your proposed compensation is as under:-

Emoluments	**Amount (Rs.)**	
Basic Pay (p.m.)	12,500.00	
Allowances (p.m.)	12,500.00	
Gross Salary (p.m.)	25,000.00	
Gross Salary (p.a.)	**3,00,000.00**	
Retiral & Annual Benefits (p.a.)		
PF @ 12% (Employer Contribution)	18,000.00	
Gratuity	7,212.00	
Annual Bonus	12,495.00	
*Loyalty Bonus / PLP	60,000.00	(after completion of 1 year)
Conveyance Reimbursement (p.a.)	18,000.00	
TOTAL CTC	**4,15707.00**	
Other Benefits		
**Outstation Allowances (p.a.)	60,000.00	(on case-to-case basis)
Mobile Expenses Reimbursement (p.a.)	6,000.00	
Medi-Claim (Self,Spouse 2 Children)	3 Lakh	(Family Floater)
Group Personal Accident Policy	40 Lakhs	
Group Term Life Policy	25 Lakhs	

Sterling and Wilson Private Limited

Associates of: Shapoorji Pallonji and Private Limited

Registered Office: Universal Majestic, 9th Floor, P. L. Lokhande Marg, Chembur (W), Mumbai – 400 043

Phone: (91-22) 25485300 | Fax: (91-22) 25485331 | CIN: U31200MH1974PTC017538

Email: mumbai@sterlingwilson.com | www.sterlingandwilson.com

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*It would be paid in full in the first year and thereafter it will be Performance Linked Pay (PLP) subject to individual's performance.

**You will be entitled to an Outstation Allowance depending on the project location and posting.

You are advised to acknowledge duplicate copy of this Offer Letter as a token of your acceptance of the terms and conditions of your employment.

Please note that this offer letter is valid subject to your successful completion of your graduation degree.

We welcome you to Sterling and Wilson Group.

Yours sincerely
For STERLING AND WILSON PVT. LTD.

(MOHAN SINGH)
Group Head – Human Resources

pdfelement

Acceptance of Offer

If after signing and returning this Offer Letter, you decide not to join us, an amount equivalent to one month of your Offered Gross Salary shall be payable by you to Sterling and Wilson Pvt. Ltd. to defray the recruitment time and related costs incurred.

Signature_____
Date_____

STERLING & WILSON

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HR/19-20/24488

12th June 2019

Mr. Vikash Kumar

Guru Nanak Dev Engineering College,
Ludhiana.

EE 152091 / 1507786

Dear Mr. Vikash Kumar,

With reference to the recruitment drive organized at Guru Nanak Dev Engineering College, Ludhiana, we are pleased to make a career offer to you for the position of **Graduate Engineer Trainee.** You will be on probation for a period of 12 months. On your confirmation you will be designated as **Project Engineer.**

You will be required to join on **15th July 2019**.

The break-up of your proposed compensation is as under:-

Emoluments	**Amount (Rs.)**
Basic Pay (p.m.)	12,500.00
Allowances (p.m.)	12,500.00
Gross Salary (p.m.)	25,000.00
Gross Salary (p.a.)	**3,00,000.00**
Retiral & Annual Benefits (p.a.)	
PF @ 12% (Employer Contribution)	18,000.00
Gratuity	7,212.00
Annual Bonus	12,495.00
*Loyalty Bonus / PLP	60,000.00 (after completion of 1 year)
Conveyance Reimbursement (p.a.)	18,000.00
TOTAL CTC	**4,15707.00**
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**Outstation Allowances (p.a.)	60,000.00 (on case-to-case basis)
Mobile Expenses Reimbursement (p.a.)	6,000.00
Medi-Claim (Self,Spouse 2 Children)	3 Lakh (Family Floater)
Group Personal Accident Policy	40 Lakhs
Group Term Life Policy	25 Lakhs

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*It would be paid in full in the first year and thereafter it will be Performance Linked Pay (PLP) subject to individual's performance.

**You will be entitled to an Outstation Allowance depending on the project location and posting.

You are advised to acknowledge duplicate copy of this Offer Letter as a token of your acceptance of the terms and conditions of your employment.

Please note that this offer letter is valid subject to your successful completion of your graduation degree.

We welcome you to Sterling and Wilson Group.

Yours sincerely
For STERLING AND WILSON PVT. LTD.

(MOHAN SINGH)
Group Head – Human Resources

pdfelement

Acceptance of Offer

If after signing and returning this Offer Letter, you decide not to join us, an amount equivalent to one month of your Offered Gross Salary shall be payable by you to Sterling and Wilson Pvt. Ltd. to defray the recruitment time and related costs incurred.

Signature_____

Date_____

Sterling and Wilson Private Limited
Associates of: Shapoorji Pallonji and Private Limited
Registered Office: Universal Majestic, 9th Floor, P. L. Lokhande Marg, Chembur (W), Mumbai – 400 043
Phone: (91-22) 25485300 | Fax: (91-22) 25485331 | CIN: U31200MH1974PTC017538
Email: mumbai@sterlingwilson.com | www.sterlingandwilson.com

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TRIDENTGROUP

E-217, Kitchlu Nagar
Ludhiana-141001
Punjab, India

Tele: +91 161 5029999
Fax: +91 161 5029100
Visit: tridentindia.com

TRIDENT/HR/CORP/2018/41089
10.11.2018

SHUBHAM SINGH
VILL-KHATAULI,ROBERTSGANJ PARASI PANDEY
SONBHADRA-231216, (UTTAR PRADESH)

SUBJECT: LETTER OF OFFER

Dear **SHUBHAM SINGH**,

With reference to your application dated **25/10/2018** and subsequent interview with us, we are pleased to offer you the post of **FRONT LINE ENTREPRENEUR-IL5** in **TAKSHASHILA** of **TL- CORPORATE** in **Trident Limited ("Company")** on the following terms and conditions, subject to a successful background check and you being found medically fit by our authorized Hospital/ Medical Officer:

1.You shall be joining the duty on **22/11/2018** at **09:00 am** at Office of the Company at Trident Group, Sanghera-148101, India.

2. Your total earnability will be as detailed in the **Annexures 'A'** with effect from your date of joining on **22/11/2018**. All payments would be subject to deduction of applicable taxes at source (TDS). Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.

3. You shall be on probation for an initial period of **60** days from the date of joining. The confirmation after **60** days shall be subject to your Performance and achievement of thresholds.

4. This letter of offer (**"Offer Letter"**) is contingent upon satisfactory reference checks, supply of original documents in support of information submitted and correct information, free from any material false representation, furnished in your application for employment.

5. This Offer Letter is being issued to you in duplicate. This Offer Letter shall not be construed as an appointment letter. The formal letter of appointment will include the other terms and conditions in respect of your employment with the Company and shall be issued within 30 days of your joining the Company. The commencement of your employment will be subject to the execution of the letter of appointment. You shall also be required to comply with the terms and conditions stipulated under the service rules, code of conduct, standing orders and policies of the Company.

pdfelement

E-212, Kitchlu Nagar
Ludhiana-141001
Punjab, India

Talk: +91 161 5039999
Fax: +91 161 5029985
Visit: tridentindia.com

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6. In order to facilitate the joining process, we require documents in original from your end, which are mentioned in **Annexure 'B'**.

7. All Annexures appended herewith shall form an integral part of this Offer Letter.

8. Any difference or dispute arising out of this Offer Letter during its validity or thereafter would be resolved amicably and if the same is not resolved, then the same would be adjudicated by the courts at Barnala, Punjab which shall have exclusive jurisdiction in respect to all the matters.

You are requested to send us a copy of this Offer Letter and its Annexures duly signed by you as a token of your acceptance of this Offer on or before **14/11/2018**.

On failing to send any of the documents and/or reporting to join the duty as mentioned above, without prior consent in writing from the Company, or on unsuccessful background check results or if you are found medically unfit, this Offer Letter shall stand withdrawn and cancelled automatically, without any further notice and liability on the Company.

pdfelement

In case of further clarifications, please get in touch with SARIKA THAGIRIA (on E-Mail: SARIKATHAGIRIA@TRIDENTINDIA.COM).

Thanking You,

For **Trident Limited**

Signature Not Verified
Digitally signed by DEEPAK NANDA
Date: 2018.11.10 20:51:41 IST
Reason: Authorized Signatory
Location: Barnala

(DEEPAK NANDA)

Authorized Signatory

Acceptance :

I **SHUBHAM SINGH** hereby accept your offer, subject to conditions mentioned above and shall join my duties on 22/11/2018.

Date:

Candidate's Signature:

Candidate's Name:

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ANNEXURE 'A'

[TOTAL EARNABILITY - COMPENSATION STRUCTURE]

You shall be responsible as **MANAGEMENT TRAINEE** in **LEARNING & DEVELOPMENT** department. You shall be paid the monthly Total Earnability as detailed hereunder.

Particulars	**Amount (in INR)**
Basic Pay	30,000
House Rent Allowance	11,713
Cash Bonus	0
Employer PF Contribution	1,800
Employer ESI Contribution	0
Bonus (To be paid annually)	3,000
Risk Management (Insurance Premium)	2,025
Gratuity	1,442
Monthly CTC	50,000
Special Incentive	25,000
Performance Incentive	50,000
Total Earnability	125,000

pdfelement

*Labor Welfare Fund i.e. INR 10 + INR 30 (biannually for MP location) & INR 5 + INR 20 (monthly for Punjab location) will be deducted as applicable.

Date:

Candidate's Signature:

Candidate's Name:

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ANNEXURE 'B'
[List of documents]

1. Educational Passing certificates and Marksheets (10th, 12th/Diploma/Graduation etc.)
2. Copy of Curriculum vitae & Personal detail form
3. Temporary ID Card (downloaded from E-Recruitment Portal)
4. PAN Card
5. Address Proof :
   - Aadhar Card
   - Passport (If applied then Acknowledgment receipt is a must)
   - Voter ID card/ Ration card/ Driving license/ Electricity bill (Optional)
6. Proof of last drawn salary (If applicable)
7. Experience letter/ Relieving letter of all previous employer/s (If applicable)
8. Form 16 or receiving of Income Tax Return for last year (If applicable)
9. Proof of Bank account i.e. Bank passbook, Bank Cheque, Online statement etc.
10. Passport size photographs (Sixteen in number)
11. Marriage certificate (If applicable)
12. DMAT a/c information of yours/immediate family member as per SEBI regulation (www.sebi.gov.in/faq/faqdemat.html) (If applicable)

Note: You are requested to bring all the above specified documents in Original & Xerox for joining. **These documents are MANDATORY at the time of joining otherwise we may not be able to go ahead with the Joining process.**

In case of any query related to joining process, please feel free to get in touch with SARIKA THAGIRIA (on E-Mail: SARIKATHAGIRIA@TRIDENTINDIA.COM).

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Remove Watermark Now

Offer: Computer Consultancy
Ref: TCSL/CT20161903320/Delhi
Date: 08/10/2018

Mr. Saravpreet Singh Arora
Guru Nanak Dev Engineering CollegeGill Park,
Gill Road,
Ludhiana-141006,
Punjab.
Tel# -9459042882

Dear Saravpreet Singh Arora,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **ECM (Enterprise Content Management)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 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

Gmail

Saravpreet singh arora <saravarora55@gmail.com>

Remove Watermark Now

Congratulations-Offer Letter-Om Careers

3 messages

Diksha Garg <Hr11@omcareers.co.in> Sat, Apr 13, 2019 at 5:15 PM
To: saravarora55@gmail.com
Cc: Sonali Bansal <sonali.b@omcareers.co.in>, Aarveen <hr15@omcareers.co.in>, tpo@gndec.ac.in

Dear Mr. Saravpreet,

Greetings of the day!!!

Congratulations!!! We are pleased to inform you that you have been selected for the position of **"Graduate Trainee"** with us.

Kindly find the offer & joining details below:

Designation : Graduate Trainee

CTC		
Amount(INR)		
	Monthly	Annual
Gross	18000	2,16,000
Monthly Incentives	10,000	1,20,000
Annual Bonus		2,00,000
Annual CTC		536,000

pdfelement

You will be eligible for

1. Monthly Incentives and Annual Bonus are variable incomes – subject to your performance on G & M ratings . (G is Goal Sheet achievement , M is Managerial Competence)
2. On Completion of 6 Months with satisfactory G&M ratings you will be confirmed.
3. You are eligible for - Two increments in 1st year – based on G and M Ratings
4. Statutory Compliances are applicable (as per govt. rules / laws)

For getting onboard with us, you need to send your offer acceptance via mail latest by 6 PM, 16th April, 2019 i.e. Tuesday.

Post offer acceptance, we look forward to your joining with us as per the details below:

Date of Joining : 03 June 2019 (Monday)

Time of reporting : 8:55 AM sharp

Location : **OM CAREERS**

2nd Floor, Above Yes Bank, Plot No B 15-91, Main G.T Road, Miller Ganj, Ludhiana, Punjab 141003

Remove Watermark Now

Contact Person : Ms. Aarveen@ 9041069931

Documents Required for Joining:

You are required to carry the following documents (mandatory) at the time of joining:

1. Copy of your education proofs (From Xth till highest degree)
2. Copy of appointment letter of previous employers (if applicable)
3. Copy of relieving letter of previous employers/Last employer (if applicable)
4. Latest Appraisal Letter/Revised Compensation Letter of last employer (If applicable)
5. Last 3 months salary slips (Preferred)/6 months Bank Statement
6. Copy of Aadhar Card
7. Copy of PAN Card
8. Two passport size photographs

All documents (hard copy) should be submitted in a **punched file** if not submitted at the time of offer.

You are required to confirm your joining as per the details above post the acceptance of the offer.

Please Note:-

1. This is a Private and a Confidential document. Kindly refrain from sharing the details of the said document/details.
2. The release of the final appointment letter will depend upon your successful joining & will be issued to you on your date of joining.
3. Place of posting will be Ludhiana

Wishing you a great and a successful career ahead...

In case of any query, please contact Ms. Aarveen@ 9041069931

Wishing you a very successful day ahead.

With Best Regards,
Diksha Garg - Assistant Team leader (ATL)
OM CAREERS- on mission "Bigger Us is Better Us -2019"
2nd Floor , Above Yes Bank ,
Plot No B 15-91,Main G.T Road, Miller Ganj,
Ludhiana, Punjab 141003,
Mobile-|+919041004643|

Saravpreet singh arora <saravarora55@gmail.com> Fri, Apr 19, 2019 at 10:16 AM
To: Diksha Garg <Hr11@omcareers.co.in>

I am Sorry , Cannot accept this offer .

Remove Watermark Now

Vardhmān

VARDHMAN TEXTILES LIMITED

Delivering Excellence. Since 1965.

CHANDIGARH ROAD
LUDHIANA-141010, PUNJAB
T: +91-161-2228943-48
F: +91-161-2601 048
E: mngt@vardhman.com

VTxL:VP-HR:2019

June 12, 2019

Mr. Shrawan
AT/PO -Bithauli,
Dist - Darbhanga,
Bihar Pin- 847201

Dear Mr. Shrawan,

With reference to the campus selection process that you had with us, we are pleased to select you as **Graduate Engineer Trainee (GET) - Electrical at Level - O2,** in our organization on following terms & conditions:

A. PAY & PERKS :

- Basic salary of **Rs. 12500/- (Rupees Twelve Thousand Five Hundred only) per month.**
- Other Perks, Allowances & Statutory benefits as applicable to the employees of your category/level are as per attached Annexure-I.

You shall be posted at **Auro Textiles, Sai Road, Baddi Distt. Solan - 173205,Himachal Pardesh** and your training shall be of one year duration from the date of your joining.

A detailed appointment letter containing the terms and conditions of your engagement mutually agreed upon at the time of interview shall be issued to you on your joining duty.

pdfelement

You are requested to bring along the following documents on the joining day:

- All original certificates & transcripts of the qualification
- Four passport size photographs
- PAN & Aadhar number

You are requested to join by 1st July, 2019 at your place of posting and report to the Personnel & Industrial Relation Office of the aforesaid unit for joining formalities.

Yours sincerely,

For **Vardhman Textiles Limited**

(Vinod Chourey)
Head - Corporate HR

Remove Watermark Now

Graduate Engineer Trainee (GET - 2019)	
Level - O2	**Package (INR)**
Basic	12500
Staff Special Allowance	950
HRA @35%	4375
Conveyance Allowance	1600
ESI	923
PF	1614
Bonus*	1400
Gratuity**	601
CTC (per month)	**23963**
Cash in hand#	**17471**
Annual CTC (per annum)	**2.88**

pdfelement

Less: # Insurance Premium, Club & Other Deductions as applicable.

**Payable on annual basis*

***Benefits under Gratuity are payable after completion of 5 years of continuous service*

(Vinod Chourey)
Head - Corporate HR
Vardhman Textiles Ltd.

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Vardhmān

Delivering Excellence. Since 1965.

VARDHMAN TEXTILES LIMITED

CHANDIGARH ROAD
LUDHIANA-141010, PUNJAB
T: +91-161-2228943-48
F: +91-161-2601 048
E: mngt@vardhman.com

VTxL:VP-HR:2019

June 12, 2019

Mr. Shrawan
AT/PO -Bithauli,
Dist - Darbhanga,
Bihar Pin- 847201

Dear Mr. Shrawan,

With reference to the campus selection process that you had with us, we are pleased to select you as **Graduate Engineer Trainee (GET) - Electrical** at **Level - O2**, in our organization on following terms & conditions:

A. PAY & PERKS :

- Basic salary of **Rs. 12500/- (Rupees Twelve Thousand Five Hundred only) per month.**
- Other Perks, Allowances & Statutory benefits as applicable to the employees of your category/level are as per attached Annexure-I.

You shall be posted at **Auro Textiles, Sai Road, Baddi Distt. Solan - 173205,Himachal Pardesh** and your training shall be of one year duration from the date of your joining.

A detailed appointment letter containing the terms and conditions of your engagement mutually agreed upon at the time of interview shall be issued to you on your joining duty.

You are requested to bring along the following documents on the joining day:

- All original certificates & transcripts of the qualification
- Four passport size photographs
- PAN & Aadhar number

You are requested to join by 1st July, 2019 at your place of posting and report to the Personnel & Industrial Relation Office of the aforesaid unit for joining formalities.

Yours sincerely,

For **Vardhman Textiles Limited**

(Vinod Chourey)
Head - Corporate HR

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Vardhmān

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Delivering Excellence. Since 1965.

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T: +91-161-2228943-48
F: +91-161-2601 048
E: mngt@vardhman.com

VTxL:VP-HR:2019

June 12, 2019

Mr. Shrawan
AT/PO -Bithauli,
Dist - Darbhanga,
Bihar Pin- 847201

Dear Mr. Shrawan,

With reference to the campus selection process that you had with us, we are pleased to select you as **Graduate Engineer Trainee (GET) - Electrical** at **Level - O2**, in our organization on following terms & conditions:

A. **PAY & PERKS :**

- Basic salary of **Rs. 12500/- (Rupees Twelve Thousand Five Hundred only) per month.**
- Other Perks, Allowances & Statutory benefits as applicable to the employees of your category/level are as per attached Annexure-I.

You shall be posted at **Auro Textiles, Sai Road, Baddi Distt. Solan - 173205,Himachal Pardesh** and your training shall be of one year duration from the date of your joining.

A detailed appointment letter containing the terms and conditions of your engagement mutually agreed upon at the time of interview shall be issued to you on your joining duty.

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- All original certificates & transcripts of the qualification
- Four passport size photographs
- PAN & Aadhar number

You are requested to join by 1st July, 2019 at your place of posting and report to the Personnel & Industrial Relation Office of the aforesaid unit for joining formalities.

Yours sincerely,

For **Vardhman Textiles Limited**

(Vinod Chourey)
Head - Corporate HR

pdfelement

Remove Watermark Now

Graduate Engineer Trainee (GET - 2019)	
Level - O2	**Package (INR)**
Basic	12500
Staff Special Allowance	950
HRA @35%	4375
Conveyance Allowance	1600
ESI	923
PF	1614
Bonus*	1400
Gratuity**	601
CTC (per month)	**23963**
Cash in hand#	**17471**
Annual CTC (per annum)	**2.88**

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Less: # Insurance Premium, Club & Other Deductions as applicable.

***Payable on annual basis*

***Benefits under Gratuity are payable after completion of 5 years of continuous service*

(Vinod Chourey)
Head - Corporate HR
Vardhman Textiles Ltd.

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Subject **Congratulations-Offer Letter-Om Careers**
From Diksha Garg <Hr11@omcareers.co.in>
To <saravarora55@gmail.com>
Cc 'Sonali Bansal' <sonali.b@omcareers.co.in>, 'Aarveen' <hr15@omcareers.co.in>, <tpo@gndec.ac.in>
Date 2019-04-13 17:15
Priority Highest

Dear Mr. Saravpreet,
Greetings of the day!!!
Congratulations!!! We are pleased to inform you that you have been selected for the position of **"Graduate Trainee"** with us.
Kindly find the offer & joining details below:

Designation : Graduate Trainee

CTC		
Amount(INR)		
	Monthly	Annual
Gross	18000	2,16,000
Monthly Incentives	10,000	1,20,000
Annual Bonus		2,00,000
Annual CTC		536,000

You will be eligible for

1. Monthly Incentives and Annual Bonus are variable incomes – subject to your performance on G & M ratings . (G is Goal Sheet achievement , M is Managerial Competence)
2. On Completion of 6 Months with satisfactory G&M ratings you will be confirmed.
3. You are eligible for - Two increments in 1st year – based on G and M Ratings
4. Statutory Compliances are applicable (as per govt. rules / laws)

For getting onboard with us, you need to send your offer acceptance via mail latest by 6 PM, 16th April, 2019 i.e. Tuesday.

Post offer acceptance, we look forward to your joining with us as per the details below:

Date of Joining : 03 June 2019 (Monday)

Time of reporting : 8:55 AM sharp
Location : **OM CAREERS**
2nd Floor, Above Yes Bank, Plot No B 15-91, Main G.T Road, Miller Ganj, Ludhiana, Punjab 141003

Contact Person : Ms. Aarveen@ 9041069931

Documents Required for Joining:
You are required to carry the following documents (mandatory) at the time of joining:

1. Copy of your education proofs (From Xth till highest degree)
2. Copy of appointment letter of previous employers (if applicable)
3. Copy of relieving letter of previous employers/Last employer (if applicable)
4. Latest Appraisal Letter/Revised Compensation Letter of last employer (If applicable)
5. Last 3 months salary slips (Preferred)/6 months Bank Statement
6. Copy of Aadhar Card

pdfelement

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7. Copy of PAN Card
8. Two passport size photographs

All documents (hard copy) should be submitted in a **punched file** if not submitted at the time of offer.
You are required to confirm your joining as per the details above post the acceptance of the offer.

Please Note:-

1. This is a Private and a Confidential document. Kindly refrain from sharing the details of the said document/details.
2. The release of the final appointment letter will depend upon your successful joining & will be issued to you on your date of joining.
3. Place of posting will be Ludhiana

Wishing you a great and a successful career ahead...
In case of any query, please contact Ms. Aarveen@ 9041069931

Wishing you a very successful day ahead,

With Best Regards,

Diksha Garg - Assistant Team leader (ATL)
OM CAREERS- on mission "Bigger Us is Better Us -2019"
2nd Floor , Above Yes Bank ,
Plot No B 15-91,Main G.T Road, Miller Ganj,
Ludhiana, Punjab 141003,
Mobile-|+919041004643|

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STEEL STRIPS GROUP

INDIAN ACRYLICS LIMITED
UNIT-1 (SPINNING DIVISION)
CIN: L24301PB1986PLC006715

Head Office : **ISO 9001-2008 Certified**
SCO 49-50-51, Sector-26,
Madhya Marg, Chandigarh-160 019 (INDIA)
Tel. : +91-172-2792385 / 2793112
Fax : +91-172-2794834 / 2790687
Website : www.indianacrylics.com

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Ref. No. : IAL/Admn/ 1843
Dated : Mar,3,2019

Mr. Harjinder Singh Saini
S/O Sh. Raghubir Singh
139/2, Vpo-Nihal Garh

SUB. : LETTER OF INTENT

With reference to your application and subsequent interview with us, the Management is pleased to give you offer of appointment as **GRADUATE ENGINEER TRAINEE** on the terms and conditions mutually agreed upon.

This offer of appointment will be effective from the date you join your duty. You are advised to report for your duty at our Works: Village – Harkishanpura,Post Office – Bhawanigarh, Distt. – Sangrur (Pb). Jun-19.

The detailed appointment letter will be issued to you on your at our Works joining subject to submission of the following documents.

1. Certificate for age proof.
2. Three passport size photographs.
3. Copies of Educational / Professional Qualification.
4. Relieving Letter from the present employer.
5. Copy of Aadhaar card .

In case above offer is acceptable to you, please sign the duplicate copy of the same in token of your acceptance and confirmation of your joining us on the stipulated date.

We look forward to your successful career in our organization.

For **Indian Acrylics Limited**

Sandeep Sharma

(SANDEEP SHARMA)
Sr Executive Director - Comm

Works & Regd. Office : Village Harkishanpura, Patiala - Sangrur Highway, Distt. Sangrur - 148 026 (Pb.)
Tel. : +91 (1672) 278106, 278104, Fax : +91 (1672) 278110
Delhi Office : S-2, Second Floor, Vasant Square Mall, Community Center, Pocket V, Plot No. A, Sector B,Vasant Kunj, New Delhi-110 070, Phone-011-40000378, 377,376

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STEEL STRIPS GROUP

INDIAN ACRYLICS LIMITED
UNIT-1 (SPINNING DIVISION)
CIN: L24301PB1986PLC006715
Head Office : ISO 9001-2008 Certified
SCO 49-50-51, Sector-26,
Madhya Marg, Chandigarh-160 019 (INDIA)
Tel. : +91-172-2792385 / 2793112
Fax : +91-172-2794834 / 2790687
Website : www.indianacrylics.com

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Ref. No. : IAL/Admn/ 1844
Dated : Mar,3,2019

Mr. Kulwinder Singh
S/O Sh. Gobinder Singh
Village Nangal P.O Abiana,
Tehsil Anandpur Sahib

SUB. : LETTER OF INTENT

With reference to your application and subsequent interview with us, the Management is pleased to give you offer of appointment as **GRADUATE ENGINEER TRAINEE** on the terms and conditions mutually agreed upon.

This offer of appointment will be effective from the date you join your duty. You are advised to report for your duty at our Works: Village – Harkishanpura,Post Office – Bhawanigarh, Distt. – Sangrur (Pb). Jun-19.

The detailed appointment letter will be issued to you on your at our Works joining subject to submission of the following documents.

1. Certificate for age proof.
2. Three passport size photographs.
3. Copies of Educational / Professional Qualification.
4. Relieving Letter from the present employer.
5. Copy of Aadhaar card .

In case above offer is acceptable to you, please sign the duplicate copy of the same in token of your acceptance and confirmation of your joining us on the stipulated date.

We look forward to your successful career in our organization.

For **Indian Acrylics Limited**

Sandeep Sharma

(SANDEEP SHARMA)
Sr Executive Director - Comm

Works & Regd. Office : Village Harkishanpura, Patiala - Sanghur Highway, Distt. Sangrur - 148 026 (Pb.)
Tel. : +91 (1672) 278108, 278104, Fax : +91 (1672) 278110
Delhi Office : S-2, Second Floor, Vasant Square Mall, Community Center, Pocket V, Plot No. A, Sector B,Vasant Kunj, New Delhi-110 070, Phone-011-40000378, 377,378

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SIEMENS

Simran Kaur Seehra
Gill Park,
Gill Road,
Ludhiana,
Punjab
India
141006

Date	08 April 2019
Name	Anusua Bose
Email	anusua.bose.ext@siemens.com
Dept	HR / Talent Acquisition
Company	Siemens Limited
Our reference	108782

Dear Simran,

We're really excited you want to join Siemens and further your career with us.

We are pleased to confirm offering you the position of **Graduate Trainee Engineer** starting from **1st of July 2019** at our **EPC Projects** Business in **Gas and Power Division** in **Gurgaon.**

Your annual compensation, calculated on a cost-to-company basis, is **Rs. 5,00,000/- p.a. (Rupees Five Lakhs Only)**, with the details provided in **Annexure I**. In addition, you will also get a **Retention Bonus** of 150,000/- payable on completion of three years from the date of joining.

Your appointment is based on the terms and conditions provided in the attached Annexures with a few points to note here:

1. **Start date** – We look forward to you joining us, and in the unfortunate event you do not join us on your confirmed start date, your appointment will automatically be withdrawn. Please note that your date of joining the organization will be maintained in the electronic employee master of the Company, known as your "Seniority Date" and shall be considered as final. The duration of your initial training will be for a period of **one year** from the start date.
2. **Office location** – You are initially appointed to work in our **Gurgaon** office.
3. **Background checks** – Your appointment is conditional upon satisfactory reference and background checks and your ability to work for us without restriction.
4. **Residence proof** – The address in your application shall be deemed to be correct for sending any communication to you.
5. **Date of birth** – Based on your declaration we have recorded your date of birth as **16/09/1997**.
6. **Offer** – The Company reserves the right to withdraw this employment offer at any time prior to the start date without assigning any reasons. Your appointment is subject to your passing the final year examination successfully in the first attempt by June 2019.

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We welcome you as a member of Siemens family and look forward to your long and fruitful association with us. Kindly return the duplicate of this letter, signed in the place indicated, confirming your understanding and acceptance of the above and enclosed Annexures.

Yours faithfully,
Siemens Ltd.

Rohit Prasad
Head- Talent Acquisition
Human Resources

Acceptance of Terms & Conditions of Employment

I hereby agree that I have read and understood the terms and conditions as stated in this letter (reference no 108782, dated 08 April 2019) plus the enclosed Annexures and accept employment with Siemens Limited with our internal organizational unit, job family and level code.

Enclosures:

Annexure I – Compensation structure
Annexure II – Service conditions
Annexure III – Terms & conditions of employment
Annexure IV – Terms & conditions of employment in relation to inventions made by the employee
Annexure V – Joining formalities

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Signature: _____ **Signing Date:** 15-04-2019

Simran Kaur Seehra
95306-51614
KAURSEEHRA123@GMAIL.COM

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Annexure - I

Name: Simran Kaur Seehra
Position Level: 12
Division: Gas and Power

CC: 62921077

Compensation Structure as on	20.02.2019

Sr. no.	Heads of Payment	Compensation (Rs.)
(A)	Basic Salary p.m.	16,667
(B)	Base Flexible Pay (BFP) p.m.	22,292
	Total Allowances / Benefits p.m.	22,292
(C)	Base Pay p.m. (A + B)	38,959
	Retirals p.m.	
	Co. Cont. PF (12 % of Basic)	2,000
	Co. Gratuity Provision (4.25% of Basic)	708
(D)	Total Retirals p.m.	2,708
(E)	Total Fixed Pay (TFP) p.m. (C + D)	41,667
(F)	Target Pay p.a. (E * 12)	500,000

For Siemens Ltd.

Authorised Signatory

As per company policy, the entitlement of gratuity will be the actual eligible amount calculated in line with the Payment of Gratuity Act, 1972, without any upper cap. However any amount above ₹ 20 Lacs (if applicable) will be subject to income tax as per rules.

All present & future taxes related to your employment will be borne by you.

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Annexure II

Service Conditions

1. **Service Conditions Overall**

You shall serve the company diligently, faithfully and to the best of your skill and ability. You shall perform the duties entrusted to you with high standard of initiative, efficiency and economy. You shall at no time refuse to do any work/activities as allotted to you by your supervisors. You shall endeavor to increase your knowledge and skill through execution of jobs assigned to you from time to time.

You will be governed by rules, regulations and service conditions (as mentioned in the attached Annexures), applicable to the employees of your level working in the establishment of the company in which you will be working. The Company, however, reserves the right to add, alter and amend the said service conditions as may be considered necessary from time to time.

2. **Working Hours**

You will be governed by the working hours prevailing in the establishment in which you work. You will be notified of your actual duty timings from time to time. You may be required to work in shifts as and when considered necessary by the Company.

3. **Holidays**

You will be entitled to 10 (Ten) paid Holidays including National Holidays in a calendar year. The list of holidays will be decided by Management in the beginning of the year and notified.

4. **Work Location**

You are initially appointed to work in the location noted in the above letter. Based on business requirements, you may be temporarily or permanently transferred to any company forming part of Siemens or to its associate companies or business associates anywhere in India or overseas at the sole discretion of the company. You may be required to furnish a specific Service Agreement/Deputation Agreement if you are sent abroad for the purpose of training or Company's business.

5. **Probation and Confirmation**

You shall be on probation for a period of six months with effect from your start date. The probation period may be extended by the company at its sole discretion. During the period of probation, or any extension period thereof, there is one month's notice on either side.

On successful completion of the probation period, you shall be deemed automatically confirmed unless your probation period has been extended with a probation extension letter provided in advance.

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As a confirmed employee there is three months' notice on either side. Kindly note that the Company reserves the right to claim compensation for any notice period not served. However, you cannot pay the company in lieu of the notice to be served,

Termination of employment will require one/three months' notice (as applicable for probation/confirmed status) or salary in lieu of notice.

6. **Retirement**

All employees will retire from the Company on attaining superannuation at the age of 60 years. However, the Company, based on request and at its sole discretion, may decide to retire an employee after attaining 50 years of age and 10 years of continuous Siemens service, on a case to case basis. Employees who retire from the company on or before attaining the age of superannuation, may be eligible for participation in the Post-Retirement Medical Benefit (PRMB) scheme of the company. The eligibility for participation in the PRMB scheme is as per the discretion of the management.

7. **Maternity/Childcare Facilities for Women employees**

As part of the Company's efforts to support work life balance for women employees during and post maternity, apart from fully complying with the provisions of the Maternity Benefit Act, 1961 the Company also extends additional facilities such as extended paid/unpaid leave etc. For details of the Company policy on Maternity Benefit please refer to the Policies section on the Intranet.

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8. **Confidentiality**

Please note that your compensation is personal and strictly between you and the Company. It has been determined based on numerous factors such as your education, experience, specific skills and professional merit. We advise you to use discretion in handling this information and any subsequent revisions made therein.

9. **Background Verification**

Your appointment is conditional upon satisfactory reference and background checks (education, employment history and other details furnished by you in your application). It is also contingent upon your ability to work for the Company without restriction (e.g. non-compete obligations or other restrictive clauses with any previous employer). In case any information given by you is found false or incorrect at any point in time of your employment, the appointment will be deemed void abinitio and liable for termination without any notice or salary in lieu of notice.

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10. **Residential Proof**

The address as indicated in your application shall be deemed to be correct for sending any communication to you. Any communication sent to you at the given address shall be deemed to have been served upon you. You shall inform the change in residential address, if any, in writing to the HR Department within three days from the date of such change.

11. **Programmes and Initiatives**

In order to remain competitive our Company undertakes number of programmers or initiatives like Benchmarking, Continuous Improvements, Cost reduction, Training and Development etc. You are required to actively participate and contribute to such programmes or initiatives.

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Annexure III

Terms & Conditions of Employment – General

Employee shall observe and conform to such duties, directions and instructions as communicated to him by the Company and those in authority over him.

Employee shall not at any time hereafter, without the consent in writing of the Company except under legal process, divulge or utilize any matter relating to the Company's transactions or dealings, which are of confidential nature.

Employee shall not use any of the designs, drawings, software, literature, and machines etc. of the Company for any purpose other than Company's business.

All software including packages as well as its associated documentation developed by the employee in the course of the duties shall be sole and exclusive property of the Company.

Employee shall be true and faithful to the Company in all his accounts, dealing and transactions, relating to the business of the Company and shall at all times, when required, render a true and just account thereof to the Company or such persons as shall be authorized to receive the sum.

Employee shall not during the continuance of his employment, without the consent of the Company in writing, be employed or interested, directly or indirectly in any other trade or business, employment or occupation whatsoever and will devote the whole of his time and attention to his duties.

Employee shall be responsible for safekeeping and return, in good condition and order, of all Company's property, which may be in his use, custody or charge.

A high standard code of conduct is expected from an employee and any behavior reflecting unfavorably on him or the Company is questionable and liable for disciplinary action. Employee shall also ensure compliance to the Business Conduct Guidelines (BCG) that are globally binding rules for all employees applicable across Siemens companies, the details of which are available on the HR Intranet. In addition, The BCG declaration form (available on the HR intranet) is required to be signed by every employee upon joining/promotion and once in every two years thereafter.

Employee shall abide by the information security policy of the organization and adhere to it.

At the time of separation from the services of the Company, the employee is expected to settle all his outstanding dues towards the Company including the Liquidated Damages, if any, etc. at once. In case of any default/ delay in settlement of outstanding dues, the Company will be free to recover such dues by appropriate means, with interest at the market rate.

Employee shall also be required to abide by terms and conditions in addition to those mentioned above which are in force for the time being, or may be framed from time to time.

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Annexure IV

Terms & Conditions of Employment in Relation to Inventions Made by the Employee

The employee shall disclose to the Company promptly in writing any invention (the word invention is to be understood to mean anything which might be capable of protection, in any country, against copying by a patent, a registered design, copyright, or otherwise) which may occur to him either alone or in conjunction with any other person during his employment with the Company, with the exception of inventions which he/ she knows to be not applicable to the field of activity of Siemens Group of Companies.

The employee shall inform the Company at the commencement of his employment with the Company of all inventions previously made by him, which he is not precluded by contract from disclosing to the Company and for which an application for a patent or for a registered design has not yet been made.

The Company will be free to adopt any of the employees inventions disclosed to the Company at the commencement of his employment with the Company and conceived during his employment with the Company, and to assign to others the right to adopt it, and the Company will be absolutely entitled to any industrial or commercial protection rights anywhere in the world including rights arising from the obtaining of letters of patent or design registration in respect of such invention. The Company will notify to the employee if and to what extent the Company will adopt the said rights.

The employee shall on the request of the Company execute any necessary assignments, application form or other documents necessary for obtaining any protection right, which the Company will choose and he shall assist the Company if called upon to do so to obtain at the Company's cost, such protection right.

The employee shall treat all information relating to any such invention as confidential and disclose it only to his superiors or any such other person as his superiors direct. The employee shall not publish, except with the written consent of the Company, any information in relation to any such invention.

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Annexure V

Joining Formalities

Please bring the following documents with you at the time of joining, with your originals also for verification.

1. This Offer Letter with your original signature (for hand over to Company) – *On joining, this letter serves as your official Appointment Letter*
2. Photocopy of birth certificate / S.S.C. certificate / mark sheet (2 copies)
3. All educational documents from 10th to highest education / semester wise mark sheet & provisional / convocation certificate (2 copies)
4. Photocopy of all previous employment / experience certificate / relieving certificate
5. Photocopy of passport / ration card / driving license / Aadhar card (3 copies)
6. Photocopy of PAN / acknowledgement of PAN application (3 copies)
7. To apply for PF transfer please bring the below necessary information:
   - PF number / EPS number
   - Previous employer contact details to contact for PF related communications
   - Whether previous company PF is maintained by Trust or RPFC account
   - RPFC office or PF trust address
   - Bank account number & Bank IFSC Code
8. To use your existing ICICI or HDFC Bank for your salary account, please bring a void cheque

If you have any questions, please contact us at:

- AskHR: Phone: 1-800-419-6677 (toll free number)
- Monday till Friday between 6.00 am to 8.00 pm

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RJIL/57611498/12468429/220319/1554

Date: 22 Mar 2019

Ishita Pahwa

34, Street No.5,
Parkash Nagar , Ludhiana,
Ludhiana, Punjab - 141002

Offer cum Appointment Letter

Dear **Ishita Pahwa**,

This is with reference to your application and subsequent test / interview you had with us, we are pleased to offer you employment in the **Manager Family** as **Assistant Manager** in the Job Role **Graduate Engineer Trainee** on the following terms and conditions:

01. PLACE OF POSTING:

Your initial posting will be at **Navi Mumbai**.

However, during employment with the Company , you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

You will join us as soon as possible but not later than **3 Jun 2019**.

02. COMPENSATION:

i.Fixed Pay: **INR 3,19,865/-(INR THREE LAKH NINETEEN THOUSAND EIGHT HUNDRED SIXTY FIVE only) per annum**

This includes Basic Salary and other allowances, benefits, perquisites etc as per the compensation policy of the company.

ii. Retirals : INR 20,147/-(INR TWENTY THOUSAND ONE HUNDRED FORTY SEVEN only) per annum

This includes Provident Fund and Gratuity/Ex-gratia (company's contribution @ 12% of Basic Salary, and 4.81% of Basic Salary, respectively).

Bonus: Payable as per Payment of Bonus Act

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Reliance Jio Infocomm Limited CIN: U[illegible] 15A/B
Registered Office: Office - 101, Saffron, Nr. [illegible] Ahmedabad 380006 Gujarat, India
Tele: 022 [illegible] www.ril.com

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Ishita Pahwa

RJIL/57611498/12468429/220319/1554

CTC is indicative cost to the company and will include the various components of pay that are being offered by the Company for being chosen by you, as per your requirements and subject to prevailing policy and rules. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company. **The available CTC components along with limits have been detailed in Annexure 1-B. For your reference, in Annexure 1-C,** we have covered each component of compensation in detail.

Please note that the components within each category of payments are discretionary and the Company has the right to change these components any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

03. PROVIDENT FUND SCHEME:

You will become a member of the Provident Fund Scheme, as per the rules in force from time to time. The Company's contribution (including contribution to Central Government Pension Scheme) under this scheme is 12% of your Basic Salary with a matching compulsory contribution from you. You will be required to submit necessary enrolment/transfer forms to the HR Department immediately upon joining.

Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

Please review, acknowledge and accept the offer cum appointment letter with annexures including **"Terms & Conditions of Employment"** at Annexure II. These employment terms will be effective from the date of your joining the company, and sets forth the terms and conditions under which Company would employ you and your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

This offer cum appointment letter shall automatically stand withdrawn, in case we do not receive your acknowledgement and acceptance within **ten days** from issue of this letter.

Your joining is subject to your timely accepting the offer cum appointment letter, verification of your pre-boarding documents as per Annexure II and you being declared medically fit by authorized Medical Officer.

We look forward to your joining our team for a long, successful and pleasant association.

Sincerely yours,

Reliance Jio Infocomm Ltd

AUTHORISED SIGNATORY

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood all terms and conditions relating to my appointment/ employment and declare that I hereby unconditionally and irrevocably accept the same.
I shall report for duty on _____

SIGNATURE: _____ **DATE:** _____

Reliance Jio Infocomm Limited CIN L67190GJ2007PLC053787
Registered Office: Office - 101, Saffron, Nr. Centre Point, Panchwati 5 Rasta, Ambawadi, Ahmedabad 380 006, Gujarat, India
Tel No. 079 35566700, www.jio.com

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Ishita Pahwa

RJIL/57611498/12468429/220319/1554

ANNEXURE 1-A			
Name : Ishita Pahwa			
Compensation Break-up			
Components		Amount in INR	
		Monthly	Annually
A] Fixed Pay			
1.	Basic Salary	9,988	1,19,853
2.	Residual Choice Pay	4,985	59,816
3.	Medical Reimbursement	1,250	15,000
4.	Food Coupon	2,600	31,200
5.	Gift Coupon	417	5,000
6.	Leave Travel Allowance	1,665	19,975
Vehicle			
7.	Company Vehicle Scheme	Refer Annex 1B & 1C	
8.	Vehicle Insurance	Refer Annex 1B & 1C	
9.	Fuel & Maintenance	Refer Annex 1B & 1C	
Housing			
10.	House Rent Allowance	3,995	47,941
Insurance			
11.	Group Personal Accident Insurance Premium	48	570
12.	Group Term Life Insurance Premium	38	450
13.	Medical Insurance Premium	1,672	20,060
Total - Fixed Pay [A]		26,655	3,19,865

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Ishita Pahwa

RJIL/57611498/12468429/220319/1554

ANNEXURE 1-A			
Name : Ishita Pahwa			
Compensation Break-up			
Components		Amount in INR	
		Monthly	Annually
B] Retirals			
1.	PF - Employer Contribution (12% of Basic Salary)	1,199	14,382
2.	Gratuity / Ex-gratia (4.81% of Basic Salary)	480	5,765
Total - Retirals [B]		**1,679**	**20,147**
C] Bonus			
1.	Bonus (As per Act)	832	9,988
Total Bonus [C]		**832**	**9,988**
Total - Committed Pay [A] + [B] + [C]		**29,167**	**3,50,000**
D] Performance Linked Incentives			
1.	Performance Linked Incentive	0	0
Total - Performance Linked Incentive [D]		**0**	**0**
Total CTC [A] + [B] + [C] + [D]		**29,167**	**3,50,000**

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The above amounts are the maximum permissible limits. On joining, you may change the same to suit your needs.

Reliance Jio Infocomm Limited, CIN U72900GJ2015PLC086879
Registered Office: 101, Saffron, Nr. Centre Point, Panchwati 5 Rasta, Ambawadi, Ahmedabad 380006, Gujarat, India
Tel no. 079 35600100, www.jio.com

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Ishita Pahwa

RJIL/57611498/12468429/220319/1554

ANNEXURE 1 - B			
Name : Ishita Pahwa			
Ref	**Components**	**Details**	**Remarks**
A.1	Basic Salary	This is the base pay component of the fixed pay and is the reference salary for Provident Fund and Gratuity/Ex-gratia contribution	Fully Taxable
A.2	Residual Choice Pay	Balance amount of Fixed Pay, if any, will be paid as 'Residual Choice Pay'	Fully Taxable
A.3	Medical Reimbursement	Upto INR 15,000 per annum	Fully Taxable
A.4	Food Coupon	Maximum limit prescribed under this element is INR 31,200/- per annum. (Sodexo or Ticket Restaurant 'Meal Vouchers')	Tax Free
A.5	Gift Coupon	Maximum limit prescribed under this element is INR 5000/- per annum. (Sodexo / Accor / Reliance Retail Coupons)	Tax Free
A.6	Leave Travel Allowance	1. Maximum limit prescribed under this element is upto 2 month's basic salary 2. Maximum 2 times, in a block of 4 years (e.g. 01.01.2018 - 31.12.2021) 3. Can be carried forward one time for next block	Tax Exempted
A.7	Company Leased Vehicle Scheme (4)	1. Eligibility : All employees in the Leader and Manager Family (excluding Fixed Term Contract employees) 2. EMI shall be calculated on negotiated interest rates, on monthly reducing balance basis for the period selected as per Policy.	Tax Exempted [upto the value of EMI]
A.8	Company Leased Vehicle Insurance (4)	1. Eligibility : All employees in the Leader and Manager Family (excluding Fixed Term Contract employees) 2. Employees have a choice to select insurance between either bumper to bumper insurance or comprehensive insurance through the authorized third party provider. Employees would be required to purchase the insurance directly through the third party provider.	Tax Exempted

payslip

Reliance Jio Infocomm Limited CIN U72900GJ2007PLC050833
Registered Office: Office 101, Saffron, Nr. Centre Point, Panchwati 5 Rasta, Ambawadi Ahmedabad 380006 Gujarat India
Tel no: 079-35600700, www.ril.com

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Ishita Pahwa

RJIL/57611498/12468429/220319/1554

ANNEXURE 1 - B			
Name : Ishita Pahwa			
Ref	**Components**	**Details**	**Remarks**
A.9	Fuel and Maintenance Reimbursement	Limits for Fuel & Maintenance for Own and Lease Plan Vehicles are as under: Four Wheeler - INR 1,80,000 per annum Two Wheeler - INR 24,000 per annum	Tax Exempted (Taxable perquisite Notional Value)- INR 1800 per month if cubic capacity of engine is less than or equal to 1600 cc)- INR 2400 per month if cubic capacityof engine is more than or equal to 1600 cc)
A.10	House Rent Allowance	1. Mumbai/Kolkata/Delhi/Chennai least of the following : A] Allowance actually received. B] Rent paid in excess of 10% of Basic Salary C] 50% of Basic Salary 2. Any city in India other than the ones mentioned above. Least of the following : A] Allowance actually received B] Rent paid in excess of 10% of Basic Salary C] 40% of Basic Salary	Tax Exempted
A.11	Group Personal Accident Insurance Premium (3)	Mandatory debit of INR 570 per annum. Sum insured is INR 25 Lacs	-
A.12	Group Term Life Insurance Premium (3)	Mandatory Debit of INR 450 per annum Sum insured is INR 10 Lacs.	-

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Reliance Jio Infocomm Limited, CIN U72900GJ2007PLC050260
Registered Office Office 101 Saffron Nr. Centre Point Parimal 5 Rasta, Ambawadi, Ahmedabad 380015, Gujarat, India
T 02 33400700, www.jio.com

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Ishita Pahwa

RJIL/57611498/12468429/220319/1554

ANNEXURE 1 - B			
Name : Ishita Pahwa			
Ref	**Components**	**Details**	**Remarks**
A.13	**Medical Insurance Premium i) Self, Spouse, 3 Dependent Children and Dependent Parents (3)**	**Leader Family** - INR 22,717 per person per annum for self and spouse. INR 11,735 per child per annum. Dependent parents will be covered by a floater Mediclaim Policy of INR 5 Lacs with a premium of INR 20,060 per annum. **Manager Family** - INR 20,060 per annum for self, spouse, 3 Dependent children (up to 25 years) and Dependent parents. Floater Mediclaim Policy of INR 5 lacs per annum.	-
B.1	**PF (Employer contribution)**	12% of Basic Salary.	-
B.2	**Gratuity/Ex-gratia**	4.81% of Basic Salary. This is paid on separation. If separation occurs before 5 years of service, the amount is paid as an ex-gratia and is fully taxable. In case of service more than 5 years an amount equivalent to 15 days Basic Pay (last drawn)x No. of completed years of service is paid on separation. Gratuity is tax-free upto INR 20 Lacs. Any amount paid over and above 20 Lacs is taxable and is paid as an ex-gratia.	-
C.1	**Bonus**	Payable as per Payment of Bonus Act	-
D.1	**Performance Linked Incentive**	The Performance Linked Incentive is a 'Deferred incentive' and is based on the Performance Management System of the Company. It is the variable component of the CTC and represents the potential earning to an employee.	**Taxable**

1. The income tax calculation is provisional and is based on the current Income Tax Rules. Any change in the Rules will impact the Income Tax projections.

2. Fixed Pay elements like Fuel & Maintenance, Medical Reimbursements, LTA are reimbursed based on the actual bills to be submitted and in case the same falls short of the amount chosen, balance will be paid as taxable allowance.

3. The insurance premium and coverage amount is subject to revision based on the company policy.

4. The company leased vehicle scheme and insurance are subject to revision based on the company policy.

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Annexure I-C

COMPONENTS OF COMPENSATION

The Company follows a Cost to the Company (CTC) structure that reflects the total cost of an employee to the organization and includes all direct & indirect payments including benefits, perquisites, subsidies. It is so designed so as to provide flexibility to the employees in structuring their compensation package. However, the components within each category of payments are discretionary and the company has right to change these components any time without notice.

The main components under Cost to Company Structure are:

I. Fixed Pay

a) Basic Salary :

This is the base pay component of the fixed pay and is the reference salary for Provident Fund and Gratuity/Ex-gratia contribution. (Please refer **Point II Retirals** below.)

b) Fuel & Vehicle Maintenance Reimbursements :

All employees who have opted for a vehicle under company leased vehicle scheme are eligible for Fuel & Vehicle Maintenance Reimbursements. Additionally, employees who wish to use their self-owned vehicles are also eligible for the same. The limit for Fuel & Maintenance Reimbursements is as under:

Four Wheeler - INR 1,80,000 per annum

Two Wheeler - INR 24,000 per annum

Tax exemption will be subject to supporting provided as per limits defined above.

c) Children's Education Allowance (CEA)

To meet the expenses incurred by Employee towards the education expenses of employee's children. Maximum up to INR 100 per child per month subject to a maximum of two children is tax exempt.

d) Children's Hostel Allowance (CHA)

To meet the expenses incurred by Employee towards hostel expenses of Employee's children. Maximum up to INR 300 per child per month subject to a maximum of two children is tax exempt.

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e) Leave Travel Assistance (LTA)

LTA refers to the reimbursement that the Company provides towards the expenses incurred by employee on vacation travel with their families to any place within India. There are certain qualifying criteria for claiming LTA. These are detailed below:

- Employee must necessarily take 5 days of continuous Privilege Leave
- The family for this purpose includes spouse, unmarried dependent children upto two only, parents and dependent brothers and sisters.
- No advance is given towards LTA. It must be claimed as a reimbursement against actual bills and travel documents.

Entitlement: Employee has to decide on the quantum of LTA (could be upto 2 months' basic salary) that employee would like to avail as a part of his elected pay components. This choice has to be made by employee at the time of joining and subsequently at the beginning of every financial year. A mid-year change on the quantum of LTA is not permissible.

Two journeys, anywhere in India, in a block of four years is tax exempt. The current block is calendar year 2018 - 2021.

f) Medical Reimbursement

The expenses incurred by employee to meet health related expenditure, such as medicines, doctor's fees etc of the employee and his family members will be reimbursed upto a maximum of INR 15,000 per annum against production of bills.

g) Conveyance Allowance

The expenses incurred by an employee for travelling from his residence to the office at the base location. However, this option can be availed only if the employee is not covered under the company car scheme

h) Sodexo / Accor Food & Gift Coupons

Sodexo / Accor Pass Meal Vouchers are food coupons that can be exchanged for food and beverages at over 11,000 affiliated establishments across India.

However, once purchased, these coupons cannot be redeemed for cash. Similarly, the Sodexo / Accor Pass Gift Vouchers can be used to buy daily necessities at over 6000 affiliated establishments across India.

Meal Vouchers up to INR 31,200 per annum is tax exempt.

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i) Gift Coupons

Upto INR 5,000 per annum is tax exempt.

j) House Rent Allowance (HRA)

House Rent Allowance is paid in order to meet the expenses incurred on account of rented accommodation.

Quantum of HRA will be decided by employee as a part of Employee Fixed Pay Breakup [50% of Basic salary in Mumbai, Delhi, Kolkata & Chennai (or) 40% of Basic salary in other locations].

The amount of HRA exempt from tax will be the least of the following amounts:

1. Actual HRA received (or)
2. Rent paid less 10% of Basic salary (or)
3. 50% of Basic salary in Mumbai, Delhi, Kolkata & Chennai (or) 40% of Basic salary in other locations

k) Company Leased Vehicle Scheme

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1. All employees in the Manager and Leader Family (excluding Fixed Term Contract employees) are eligible for Company Leased Vehicle Scheme.
2. The vehicle will be registered in the name of the employee. However, the Registration Certificate and Insurance shall bear the hypothecation of the lessor (Leasing Company).
3. In accordance, EMI shall be calculated on negotiated interest rates, on monthly reducing balance basis for the period selected as per Policy.
4. Employee would have an option to buy the vehicle at a pre-determined market residual value of not less than 20% of the original net funded cost and he/she needs to fulfil the requisite formalities.
5. There would be no perquisite applicable for vehicles, under CLV plan.

Comprehensive Insurance coverage

1. Employees have a choice to select insurance between either bumper to bumper insurance or comprehensive insurance through the authorized third party provider. Company has negotiated preferential rates for motor insurance with the third party provider and employees would be required to purchase the insurance directly through the third party provider.
2. This option would be subject to appropriate GST & interest on EMI's.
3. Leasing company has corporate tie up's with some of the insurance companies and employees can choose from those companies.

[The company leased vehicle scheme and insurance are subject to revision based on the company policy]

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l) Residual Choice Pay

The balance un-utilized amount under Fixed Pay is paid under this salary head as "Residual Choice Pay" and is subject to tax.

Please note that a declaration has to be made by the employee at the beginning of the financial year or within 7 days of joining the Company regarding the amounts to be claimed under each expense mentioned above. All bills / supporting documents are to be provided at the end of the financial year by 15 January.

m) Insurance - Personal Accident, Medical & Group Term Life Insurance

i) Group Personal Accident Insurance

The Sum insured is INR 25 lacs and the corresponding debit towards premium is INR 570/- p.a.
The Insurance premium and coverage amount is subject to revision as per company policy.

Benefit Clauses

1. Death 100% of sum Insured.
2. Permanent Total disablement 100% of Sum Insured as per insurance policy.
3. Permanent Partial disablement varies from 1% to 75% of sum insured as per insurance policy.
4. Temporal Total disablement 1% of capital sum insured per week subject a maximum of INR 5000 per week for a period of 100 weeks.

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ii) Medical Coverage

Leader Family

Self, spouse and 3 dependent children up to 25 years will be covered by Company's Management Medical scheme on actual both for Domiciliary and Hospitalization. The Mandatory Debits are as follows.

Family Definition	Benefits	Mandatory Debit (p.a.)
Self and Spouse	At Actuals	INR 22,717/- per person p.a.
3 dependent Children upto 25 years of age	At Actuals	INR 11,735 /- per child p.a.

Dependent parents of Leaders will be covered by the Floater Mediclaim policy. The total coverage will be INR 5 Lacs irrespective of the number of members covered. Hospitalization room category will be up to a maximum of Deluxe Single room. The mandatory debit will be INR 20,060/- per annum. This scheme does not cover expenditure for spectacles, General Health checkups, external appliances, ayurvedic and Homeopathic treatment.

Reimbursement of Dental treatment is limited to INR 15,000 per family per annum and cosmetic dentistry is not covered by the scheme.

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Manager Family

You will be covered by the Group Mediclaim Policy and will be entitled to reimbursement of hospitalization expenses for self and family as detailed in the table hereunder. The Mandatory debits as below will apply:

Family Definition	Benefits	Mandatory Debit (p.a.)
Self, Spouse and 3 dependent Children (up to 25 years) and dependent parents	Floater Mediclaim Policy of INR 5 Lacs	INR 20,060/- per annum per family of max. 7 persons.

Hospital Room Category - Maximum room eligibility of up to Non-Deluxe Single Room
The Insurance premium and coverage amount is subject to revision as per company policy

iii) Group Term Life Insurance

You will be insured by Group Term Life Insurance. The Sum insured is INR 10 Lacs and the corresponding debit towards premium is INR 450 p.a.
The Insurance premium and coverage amount is subject to revision as per company policy

BENEFIT CLAUSE

Total sum assured is payable to the employee's nominee upon death of the employee. However, nothing is payable on survival.

II.Retirals

a) Provident Fund

Employer contribution to the Provident Fund @ 12% of Basic salary.

The Company deducts 12% of the employee's Basic salary and makes an equal contribution, as per PF rules applicable currently. Both of these are remitted on a monthly basis to the company's PF Trust / RPFC. A part of the company's PF contribution is deposited to the Employees PF Pension Fund / RPFC, to provide employees with pension on retirement or after completing a specified period of service.

The employee is allowed to take loans for specific purpose (i.e. marriage of self & housing) against ones Provident Fund accumulations, as per the provisions of the Provident Fund Act.

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In case of separation prior to retirement, the employee will get his Provident Fund and Pension Fund accumulations transferred to his next employers. If employee is not taking up further employment, he may claim the PF accumulation after a waiting period of 60 days. In case the employee takes up further employment overseas, the waiting period of 60 days may be waived.

b) Gratuity/Ex-gratia

Employer contribution to the Company's Gratuity Fund @ 4.81% of Basic salary.

All Employees who have completed 5 years of continuous service with the Company are eligible to get gratuity on separation from the company. However, eligibility for contribution to the Gratuity Trust / Fund commences from day 1 of employment and in the event of separation before 5 years, the same will be paid as ex-gratia, except in case of separation arising out of disciplinary grounds.

Gratuity is calculated as under:

Last Drawn Basic Salary / 26 days x 15 days x number of completed years of service.

In the case of death, the minimum service requirement does not apply.

For the purpose of calculating Gratuity, periods of service of 6 months or more will be considered as equivalent to one year and less than 6 months will not be counted. Income Tax on Gratuity will be applicable as per Income Tax Rules.

In the event of an employee does not complete 5 years of continuous service, ex-gratia will be paid to the tune of gratuity accumulated and will be subject to prevailing Income Tax Rules.

III. Performance Linked Incentive (PLI):

PLI is computed on the basis of a combination of individual performance, business / functional performance of the area the employee is assigned to and (or) working for, and company performance.

PLI will be payable provided the employee is on the rolls of the Company & not serving notice period, when the amount is disbursed, notwithstanding any delay on the announcement of such disbursement.

PLI will be subject to tax.

Note: All tax exemptions, where applicable, will be as per the prevailing tax rules and laws.

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Annexure - II

TERMS AND CONDITIONS OF EMPLOYMENT

1. MEDICAL FITNESS & VERIFICATION OF PARTICULARS:

Your appointment is subject to:

a. **Medical Fitness:** Your being declared medically fit by a Medical Officer or by a Doctor specified by the Company and remaining medically fit.

b. **Verification of Particulars:** In case particulars mentioned in your application and the representations and warranties provided by you are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

2. TRANSFER

Your employment is transferable to any other place/ establishment/ department/ division/ unit/ branch/ subsidiary/ affiliate of our client/ associate. However, such transfer will not entail any increase in your salary and / or adversely affect your emoluments.

3. REPRESENTATIONS AND WARRANTIES:

The Company's agreement to continue to employ you and the compensation and benefits to be paid to you are in consideration of the terms, covenants, and conditions stated herein, and you represent and warrant to the company that;

a. You are under no contractual or other restriction or obligation which is inconsistent with the conditions contained herein, the performance of your duties hereunder, or the other rights of the Company hereunder;

b. You are under no physical or mental disability that would hinder the performance of your duties contained herein;

c. You shall not raise any issue of the reasonableness of the terms, covenants, and/or conditions in any proceeding to enforce these terms, covenants and/or conditions;

d. You have full right and authority to execute this contract and that you are not bound by any contract or arrangement, including any employment contract, bond or covenant not to compete, inconsistent herewith

e. You hereby agree and undertake to indemnify the Company, its affiliates and the directors, officers and employees of each of the foregoing and to hold them harmless from and against any and all third party claims they face, which give rise to any liabilities, damages, claims, costs and expenses (including legal expenses), due to any act, omission, violation or breach of any of your representations, warranties, and covenants;

f. The Company shall indemnify and defend you to the fullest extent permitted by the law of the State of Company's incorporation and the By Laws of the Company with respect to any claims that may be brought against you arising out of any action taken or not taken in your capacity as an officer or director of the Company; provided, that, the Company shall not indemnify and defend you with respect to any claims brought against you relating to intentional or willful acts, or to other acts as to which indemnification is not allowable under applicable law.

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g. These terms, covenants, and/or conditions shall survive the termination of your employment with the Company; and

h. The terms, covenants, and/or conditions shall survive the termination of your employment with the Company; and the terms, covenants, and conditions set forth herein are essential for the Company's protection; and the Company has relied on these representations, warranties, and agreements by you.

4. **DUTIES AND RESPONSIBILITIES:**

a. **Exclusivity:** You agree to perform your duties, responsibilities and obligations efficiently and to the best of your ability. You agree that you will devote all of your working time, care and attention and best efforts to such duties, responsibilities and obligations throughout the term of employment. You also agree that you will not engage in any other employment or business activities. You agree that all of your activities as an employee of the Company shall be in conformity with all the policies, rules and regulations and directions of the Company and its Clients.

You are required to engage yourself exclusively in the work assigned by the company and its client and shall not take up any independent or individual assignments (whether the same as part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head. You will avoid any such issue which may result in a conflict between your personal interest and the interest of the company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

You shall obey and comply with all the orders and directions given to you by your superior or any other person duly authorized in that behalf. You shall obey all the rules and regulations, either statutory or otherwise, which are in vogue and may be notified from time to time.

b. **Non Solicitation:** You will not, during the course of your employment or at any time thereafter, without the prior written consent of the Company, directly or indirectly, solicit for employment, or employ or otherwise contract for the services of, any person who is employed or engaged (either as an employee or consultant) by the Client or any of its associated companies or directly or indirectly induce any such employee to leave his or her employment.

This covenant shall survive the termination of your employment with the Company; and prohibits you from directly or indirectly inducing an employee with whom you have worked with or been in association with during your employment with the company.

c. **Other Interests:** You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.

d. **Controlling Interest:** You agree that, so long as you are employed by the Company, you will not own, directly or indirectly, any controlling or substantial share or other beneficial interest in any business enterprise which is engaged in, or in competition with, any business engaged in by the Company or its clients. Notwithstanding the foregoing, you may own, directly or indirectly, up to 5% of the outstanding securities of any business whose securities are traded on any national stock exchanges or in the over-the-counter market.

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Annexure - II

e. **Work hours:** Your working hours at your place of posting shall be as per the rules and regulations of the Client, specified from time to time. However, you may be required to work additional hours, as may be required from time to time, to carry out your duties and responsibilities effectively.

You may be required to work on any day of the year, including festival holidays, in the establishment. You will be allowed a weekly off in accordance with law on any one of the days in the week, as per the schedule notified.

You shall be entitled to leave and other benefits as per the rules and regulations of the organization.

f. **Non-disclosure:** You shall neither divulge nor give out information to any unauthorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our manufacturing processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential/secret nature, which you may know by virtue of your being the employee of the Company.

g. **Confidentiality:** You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company and its clients. Your obligation to keep such information confidential shall remain even on termination of this employment.

You shall not at any time, either during your employment or thereafter, except with prior written consent from the company, use for yourself or divulge or disclose, either directly or indirectly, to any person, firm or body corporate, any know-how, drawings or any trade secrets or your user ID and password for various IT applications provided to you or any confidential information as to method or process in connection with any activity of the company or any financial matter of the company which you may acquire during the course of your employment, concerning the business, activity, affairs or property of the company or its client or subsidiary companies, nor will you keep in your possession or pass on to others without proper written consent of the Management, any documents belonging to the company. You will be solely responsible and accountable for any information loss/sharing or breach of confidentiality in any way which has occurred due to the missing of your credentials.

You are also expected to keep your salary package strictly confidential and not to share any information regarding the salary to anyone except your very close family members.

h. **Proprietary Rights:** You will disclose to us forthwith any discovery, invention, process or improvement made or discovered by you while in our service, and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for Letter's Patent, Licenses or other rights, privileges or protection as may be directed by the Company in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning.

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transferring or otherwise vesting the same and all benefits arising in respect thereof in favor of the Company or in favor of such other person or persons, firms or companies, as the company may direct as the sole beneficiary thereof.

You will assign (and you hereby do assign) in perpetuity to the Company or its nominee all of your rights to all such new ideas (including all inventions), and to applications for patent or copyrights in all countries, if any, and execute such documents and take such lawful action as may be reasonably required to assign such new ideas to the Company or its nominee.

You will execute and deliver promptly to the Company (without charge to you but at the expense of the Company) such written instruments and cooperate and do such other acts as the Company in its sole discretion deems necessary or desirable to assign and transfer title in such new ideas to the Company and / or its nominee and to assist the Company in preserving the property right in such new ideas (including against forfeiture, abandonment, or loss) and to vest the entire right and title and interest therein exclusively in the Company and / or its nominee.

i. **Safe-keeping of Company's property:** You will be responsible for the safe keeping and return in good condition and order of all the properties of the company, which may be in your use, custody, care or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

j. **Return of the Company's Property and records:** Upon termination of your employment, you shall forthwith hand over any letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the company. Also, you shall return to the Company, without condition, all documents, files, records, keys, and other property of the Company in your possession regardless of the media on which such items are stored, and you shall not retain any copies or duplicates thereof.

k. **Authorizations for activities:** You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

You will avoid any issue which may result in a conflict between your personal interests and the interests of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company.

l. **Non-disparagement:** You agree that you shall act with the highest standards of propriety and professionalism and shall not criticize, ridicule or make any statement which disparages or is derogatory of the Company, any of its Group companies or any other employee or business associate of the Company or the Group Company in any public or nonpublic communication with any customer, client or member of the investment community or media or in any communication.

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m. **Confidential nature of terms of employment:** You agree that, except as may be required by applicable law you shall not disclose the terms of employment to any person other than your close family members.

n. **Model Release :** You hereby consent and authorize the Company and its successors, assigns, nominees, designees or those for whom they are acting, the right to copyright, and/or use, and/or publish photographic portraits or pictures of the employee, or in which the employee may be included in whole or in part, or composite, in conjunction with my own or any other picture, name or reproductions thereof in color or otherwise make through any media at its offices or elsewhere, for art, advertising, business or trade or any other lawful purpose whatsoever. With respect to the foregoing, no promises have been made to employee to secure his / her consent / authorization to this release. You hereby waive any right that you may have to inspect and approve the finished product or the advertising copy that may be used in connection therewith, or the use to which it may be applied. You hereby release, discharge, the Company and its nominees, designees, successors and assigns, or other form whom it is acting, from liability by virtue of any such portraits or pictures, or in any processing tending towards the completion of the finished product.

o. **Enforceability:** You acknowledge and agree that any violation of any of your duties and responsibilities may result in irreparable damage to the Company, and, accordingly, the Company may obtain injunctive and other equitable relief for any breach or threatened breach of such duties and obligations, in addition to any other remedies available to the Company. You and the Company agree that the restrictions and remedies contained hereinabove are reasonable and that it is your intention and the intention of the Company that such restrictions and remedies shall be enforceable to the fullest extent permissible by law. If it shall be found by a court of competent jurisdiction that any such restriction or remedy is unenforceable but would be enforceable if some part thereof were deleted or the period or area of application reduced, then such restriction or remedy shall apply with such modification as shall be necessary to make it enforceable.

It shall be your responsibility to initiate legal process and / or lodge complaints in respect of offenses committed against the Company or the Company property or the affairs of the Company, as may be necessary, by virtue of the responsibilities attached to the office or role occupied by you in the course of the employment with the company.

5. **TERMINATION OF EMPLOYMENT:**

a. **Employment AT-WILL:** You and the Company acknowledge that the employment is and shall continue to be AT WILL. This means, that you have the right to terminate your employment at any time and for any reason. Likewise, the Company may terminate your employment with or without cause at any time and for any reason. Accordingly, this letter is not to be construed or interpreted as containing any guarantee of continued employment. As such, the recitation of certain time periods in this letter is solely for the purpose of defining your compensation. It is also not to be construed or interpreted as containing any guarantee of any particular level or nature of compensation.

b. **Performance:** Your appointment and subsequent continuation of employment with the Company is strictly based on your delivering consistently on the agreed performance parameters and business targets.

c. **Superannuation:** You will automatically retire from the service of the company on attaining the age of 58 years.

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d. Absenteeism: If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

i) Return to work within 8 days from the commencement of such absence, and
ii) Give an explanation to the satisfaction of the Management regarding such absence

e. Medical Fitness: The Management has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you may be terminated from employment.

f. Notice Period: Notwithstanding anything contained herein, the Company, in its sole discretion, may terminate your employment without cause by giving three months' notice in writing or payment of pro rata three months' Basic Salary, in lieu thereof. Likewise, you may resign from employment without cause by giving three months' notice in writing or by payment of pro rata three months' Basic Salary, in lieu thereof. In the event of your resignation, the Company in its sole discretion will have an option to accept the same and relieve you prior to the completion of the stipulated notice period of 3 months, without any pay in lieu of the notice period.

g. Termination for Misconduct: Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any action of indiscipline or inefficiency. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

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h. Harassment: The Establishment considers harassment and discrimination of any nature to be an unacceptable form of Behavior, which is not tolerated under any circumstances. All people have the right to work in an environment that is free from harassment and discrimination. Disciplinary action will be taken against anyone found to be guilty of harassing or discriminating against a fellow employee that may result in termination of employment.

i. Non-compete: In the event of your separation from the Company for any reason whatsoever, you will not take up any job or assignment either full time or other wise, either directly or indirectly, for a period of three months from the date of separation in any industry or business involved in similar/competing business of Reliance or any of its Group Companies.

j. Recovery of Payments: The payments / reimbursements made by the company to you for relocation shall be recovered by the company, in full from you as per the prevailing rules and guidelines, in the event of separation (excluding death) within 1 year from the date of disbursement of the amount.

6. GENERAL:

a. Training: You may be selected and sponsored by the Company for familiarization/ training assignments with our technical collaborators or any other institutions/ organizations in India and/or abroad, based on stipulated terms and conditions. You will diligently and beneficially take part in the training and such assignments in accordance with company policies and directives. The cost of any such training shall be

Reliance Jio Infocomm Limited
Registered Office: 101, Saffron, Nr. Centre Point, Panchwati 5 Rasta, Ambawadi, Ahmedabad 380006, Gujarat, India
Tel no: 079 [illegible] www.ril.com

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borne by the company and you may be required to sign a Service Bond for a minimum time for which you will serve the company. The company can recover the liquidated damages on the event of your voluntary resignation before the time as mutually agreed upon in the bond.

b. Rules Regulations and Policy on Ethics: You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the company that may come in force from time to time. You must observe the policies that the Company and our client publish from time to time. These include a requirement that you maintain the highest standards of conduct and act with the highest ethical principles. You must not do anything that may be a conflict of interest with your responsibilities as an employee.

c. Media Interaction: You will not interact with the media - electronic, print or otherwise in

i. India or overseas, during or outside work hours, either in your own personal capacity or on behalf of the company unless you have express and direct approval from the Management to interact with the media as the representative of the Company. Only persons duly authorized by the Management are allowed to interact with media on specified subjects. Disclosure of any information other than statutory disclosures or those specifically authorized by the Management is prohibited.

ii. Disclosure of information on proceedings of meetings (board / committee / internal) and disclosure of forward-looking statements is prohibited unless such disclosure is specifically approved by the Management. These will need to be combined with cautionary statements, wherever required.

iii. You shall also not disclose non public information selectively to any particular group as it may lead to unfair advantage / discrimination.

iv. For any outside publication of books, articles or manuscripts which relate specifically to the Company's business, policies and processes, you should take the approval of the Management prior to its release.

v. Any violation of the company's media policy, tantamount to a breach of the terms and conditions of employment and may result in termination of the contract.

d. Dispute Jurisdiction:It is hereby expressly agreed and declared that this letter of employment shall be deemed to have been made at Mumbai and that any dispute or suit or action or proceedings whatsoever arising out of or under this letter of appointment or breach thereof or in respect of any matter or thing herein contained and any claim by either party against the other shall be instituted or adjudicated upon or decided by a court of competent jurisdiction at Mumbai.

e. Entire Agreement:This contract and the document referred to herein contain the entire agreement and understanding of the parties with respect to the subject matter hereof and shall supersede any and all prior or contemporaneous communications, representations, or agreements between the parties, whether oral or written, regarding the subject matter of this contract.

Reliance Jio Infocomm Limited CIN U72900GJ2007PLC050689
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f. **Age:**Your age mentioned in the Matriculation / Higher Secondary Certificate / Passport will be deemed to be the conclusive proof of your date of birth.

g. **Change of address:**You will intimate in writing to the Management any change of address within a week from change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.

h. **Passport:**You are required to have a valid passport at all times and ensure that the same is renewed from time to time.

i. **Suspension:**You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any of the charges for which you were suspended and not otherwise.

j. **Travel:**You shall make your own transport arrangements to and fro from the place of work.

k. **Documentation:** Please submit the following documents, if not submitted earlier:

i. Certificates in support of your educational professional qualifications, experience, date of birth and other testimonials in original together with copies thereof.
ii. Three copies of your recent passport size photographs with blue background.
iii. Relieving letter & salary certificate from your last employer in case you are/were employed
iv. Copy of Aadhar Card / Passport / Voter ID / License / any other document for photo identity and PAN card.
v. Copy of any Government Bill / Telephone Bill / Electricity Bill / Gas Bill / Bank Account Statement / Ration Card / Aadhar Card / Passport/ any other document as proof of your residence.

In case of one / more clauses of this letter of employment becomes untenable, the same shall not render the letter of employment null and void in its entirety.

The various clauses of this letter are to be read, understood, and interpreted in its entirety, and none of the clauses are severable from the remaining.

I confirm that this contract is in accordance with our mutual understanding and unconditionally and irrevocably accept the above terms and conditions.

Employee Name:Ishita Pahwa

Signature

Date:

Reliance Infocomm Limited: CIN U72200GJ2007PLC049879
Registered Office: Office No. 101, 1st Floor, Centre Point, Panchwati 5 Rasta, Ambawadi, Ahmedabad 380015, Gujarat, India
Tel no: 079-30600700, www.jio.com

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Subject **Re: Internship Proposal ,JAN-JUNE-2020**
From Bharti Arora <bhartia@impingesolutions.com>
To <tpo@gndec.ac.in>
Cc Vikas Sagar <vikassagar@impingeonline.com>
Date 2019-10-31 11:30

Dear Concern,

Thank you very much for having invited us and for the excellent arrangements made for us when we conducted the campus drive at your institute on 30th October,2019. In particular we would like to appreciate the warm reception accorded to us as also the facilities provided to us. All the coordinator from your side were very helpful in coordinating and facilitating the smooth flow of candidates during the interview process.

Moreover, we want to congratulate **Mr. Saksham Bhatia , Mr. Sarabpreet Singh and Mr. Harpreet Singh** to get selected in our company **.** Kindly **inform** the candidates that **they need to come to our office on 1st November,2019 i.e. Friday at 10:00 a.m to collect their LOI.**

Office Address: Impinge Solutions,F 265,phase 8B,Industrial Area,Mohali

Feel free to call in case of any query.

Regards,
Bharti Arora| Campus Recruitment and T&P Executive
Impinge Solutions
F-265 Phase 8B Industrial Area, Mohali
9115906553

On 10/14/2019 10:48 AM, Bharti Arora wrote:

> Thank you Dhruv for the confirmation.
>
> Kindly send me the excel sheet of the candidates participating in the drive containing Name and email ids to facilitate the online test.
>
> Regards,
> Bharti Arora| Campus Recruitment and T&P Executive
> Impinge Solutions
> F-265 Phase 8B Industrial Area, Mohali
> 9115906553
>
> On 10/12/2019 11:31 PM, tpo@gndec.ac.in wrote:
>
> > Hello Ma'am,
> >
> > Greetings from GNDEC, Ludhiana!
> >
> > We confirm *30th October 2019* for the placement drive and will be delighted to host you in our campus.
> >
> > for any further queries feel free to contact the undersigned/
> > Dhruv Chawla, Coordinator
> > ((+91) 9914450647 / 7009919571)

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Kunal Kumar

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IndiaMART InterMESH Ltd.
Advant Navis Business Park, Plot no. 7,
7th Floor, Sector - 142, Noida, Uttar
Pradesh, 201305
T: 0120-4615500
E: customercare@indiamart.com
Website: www.indiamart.com

Date: 4-July-2019

Name : Kunal Kumar

Punjab

Dear Kunal,

This has reference to your Campus Selection with us for a suitable opening in our organization.

1. We are pleased to offer you an appointment as "**Executive –Client Servicing" (Annual).** Your tentative date of joining will be **8 July 2019** and can be changed, the information of which will be formally communicated to you.
2. Your Annual Compensation shall be **INR 252600/- LPA.** The detailed Compensation Structure is attached herewith as "**Annexure – 1".**
3. As informed, your place of posting shall be at "**Noida-142**" communicated to you prior to you joining. However, organization reserves the rights to transfer you to and / or utilize your services in any of the company's offices (Current or Future), work sites or assisted or affiliated Companies located within the country.
4. You will be governed by the Company rules, as amended from time to time. You will be entitled to, leave and other benefits in accordance with such rules applicable from time to time.
5. On the day of joining, you are requested to contact **Mr Nitish Nair** working with us as **Sr. Executive – Talent Acquisition** for completion of your joining formalities and induction.
6. A detailed Letter of Appointment setting out terms and conditions of your appointment shall be issued to you subsequent to your completing the joining formalities.

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IndiaMART InterMESH Ltd.
Address: Noida Electronics Park, Plot no. 7,
7th Floor, Sector - 142, Noida, UP
Call Us: 09696895555
E-mail: customercare@indiamart.com
Website: www.indiamart.com

On the day of joining, please carry all your original documents along with you for physical verification: -

1. Offer Letter
2. Proof of age (birth certificate/ class 10th certificate)
3. Proof of all qualification (10/12/Graduation/Post Graduation)
4. Proof of Permanent Address (Any one – Voter Id Card/ Driving License/ Aadhar Card/ Electricity bill/ Bank statement)
5. Aadhar Card
6. Identity Proof (Any One -Passport/ Permanent Driving license/ Voter ID)
7. PAN Card
8. Relieving letter/ Experience letter/ Letter of Appointment along with Resignation Letter from all previous employers
9. Latest salary slip / Bank statement reflecting Salary credit from Employer (if applicable)
10. 4 recent passport size photographs

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Your offer has been made based on the information furnished by you. However, if there is any discrepancy found during the antecedent check conducted by the Company or in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer & your appointment thereafter at any time.

Please Note –It is mandatory to get all the original documents verified within 4 weeks from your Date of joining In case of failure, your employment will be terminated with immediate effect.

You are requested to sign below in token of your acceptance of the terms and conditions of this letter of intent and return the duplicate copy duly signed by you to us.

Should you have any queries please feel free to contact **Nitish** @ campusconnect@indiamart.com

We are very excited about you joining us & we look forward to have you with IndiaMART Intermesh Ltd.

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IndiaMART InterMESH
Ground Floor, Business Park, Plot
7th Floor, Sector - 142, Noi
Call Us: 0120-
E: customercare@indiamart
Website: www.indiam

Annexure - 1

Name: Kunal Kumar
Designation: Executive– Client Servicing (Annual)

Salary - Break up		
Component	**Monthly (Rs)**	**Annual (Rs)**
Basic	**15010**	**180120**
HRA	**5253**	**63036**
Executive Allowance	**0**	**0**
Bonus	**787**	**9444**
CTC	**21050**	**252600**

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For Indiamart Intermesh Ltd.

Yours Sincerely



Prerna Hajela
Senior Manager -Human Resources

Just Dial Ltd

Kunal Kumar

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Just Dial 30 Jan

to me

Dear Kunal Kumar,

Congratulations on your selection with Just Dial!!! Please find below the link to view and download soft copy of your offer letter.

Offer letter Link :	http://accounts.justdial.com/hire_services/hire/offer?id=5c51957ca95fd

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We Would request you to review the offer letter and send your acceptance at the earliest possible.

Once you accept the offer, please finish you pre-joining formalities immediately by clicking on the following link.

Note: Before clicking on the joining link please ensure to have the attached list of mandatory documents soft copies saved on your desktop for completing the formalities without any hassles.

Joining Formalities	http:/ /accounts.justdial.com/hire_

Justdial

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Note:

- Please bring both originals and a photocopy of each of the documents listed below.
- Originals to be shown for verification.
- Photocopies to be submitted for HR records.
- All original certificates or documents MUST be authentic & genuine.
- Submission of fake certificates / documents will result in instant dismissal.

LIST OF DOCUMENTS TO BE SUBMITTED

a. IDENTITY PROOF – Mandatory	(Bring originals and discuss with HR)
• Aadhar Card • PAN Card	
b. IDENTITY PROOF – Optional	(Bring originals and discuss with HR)
• Voter ID • Passport • Driving License	
c. EDUCATIONAL CERTIFICATES	(Bring originals and discuss with HR)
• Under Graduate • Graduate • Post Graduate • Professional Degree / Diploma	
d. ADDRESS PROOF	(Bring originals and discuss with HR)
• Current or Permanent Address Proof • Rental Agreement / Aadhar / Telephone Bill	
e. FITNESS CERTIFICATE	(for Field Staff's only)
• Medical Fitness Certificate from a Registered Medical Practitioner.	
f. PREVIOUS EXPERIENCE DOCUMENTS	
• Relieving Letter / Experience Certificate from the previous employer. • ESIC No. • UAN No. • PF No.	
g. INSTRUCTIONS	
• We are also sending a Joining Link to your personal mail ID which you need to click or copy paste in a new browser and Fill the details and Submit immediately. In case you find any difficulty in submitting the form online or if you may have any other query reply back to the same mail id from where you have received the joining link. • Acceptance of offer letter & submission of Online joining form is mandatory, failing which your joining might get delayed or cancelled. • Please bring 4 Passport Size photographs • It is mandate for experienced candidates to submit the Relieving/Experience letter from previous employer. Failure to do so Date of Joining might be postponed/cancelled. Gadget Model : VIVO V11 Pro Smart phone • This is applicable only for those employees who are joining us as Business Development /Certified internet Consultant profile	



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Dear Candidate,

We are pleased to extend to you the opportunity to join Accenture on **20-Sep-19.**

We will be your point of contact and will support you in your smooth transition to Accenture. You will soon receive communications from us about your joining formalities.

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To enable us to design a smooth joining experience for you, please provide the below-given information by accessing **https://ssautomation.accenture.com/topo/** by **19-Aug-19**

Next, visit **Countdown to Accenture** to complete required forms and provide necessary documentation. These will be accessible a week prior to your first day and must be completed

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Additionally, please carry the following **mandatory** documents on the **day of joining**:

1. Hard copy of the signed e-offer letter
2. Hard copy of Terms of Employment
3. 6 passport size photographs
4. Photocopy of PAN card/Acknowledgement of PAN application
5. 2 copies of all educational documents.
6. Photocopy of ID proof (PAN Card/Voter ID/Driving License/Passport)
7. 2 photocopies of the Aadhar card
8. 2 photocopies of the relieving letter/employee certificate/service certificate/resignation acceptance letter/resignation acceptance email of the previous organization—as mentioned in the Employment Application Form
9. Photocopy of a document that contains an active provident fund (PF) account number (Payslip or Form 16 from your previous

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Strictly Private and Confidential

23-Apr-2019

Harpreet Kaur Sandhu
389 - R Model Town, Ludhiana, Punjab
9988712117

Dear Harpreet,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

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Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 4c797dd9-21e9-4eda-bb10-0dca5f36b798_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on the pre-onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company- http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

[*Insert full legal name*]

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Vedantu

07 June 2019

Dear **Harpreet Kaur Sandhu**,

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a "**Business Development Associate**" in our **Sales & Marketing** Team. I am sure your valuable experience and passion to excel will be of great value to Vedantu and will help company to propel towards its Global vision.

Let's try and understand what this opportunity has in store for you. Vedantu, started as a consequence of the passion for education and learning that the founding team shared and with a vision to change the way technology can help make learning more effective and engaging for anyone. Since inception, Vedantu has grown from being just a start up to a company taking its first steps into the market and planning the bigger leaps in the coming days. Our products and services have been a result of passionate work of the team and valuable feedback of the users and needless to say, everyone has loved the products/services in their early stage itself.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in Vedantu is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

Coming to the professional part of the offer, you will need to join Vedantu Team in Delhi & **Your Fixed Remuneration would be INR 400000 (Four Lakhs only) per annum as per Annexure A. In addition you would be eligible for INR 3,00,000 (Rupees Three Lakhs only) per annum as variable pay basis your performance.**
You would be on a Training period of 6 Months from the actual Date-of-Joining and *would be eligible for a Traineeship Fees after completion of 3 Weeks of Training*, of INR 25,000 (Rupees Twenty Five Thousand) per month, less TDS as per Income Tax Rule.

You will be eligible for Travelling reimbursement of Rs. 12,000/- (Rupees Twelve Thousand only) (to and from your hometown to Bangalore) on actuals as per bills submitted, subject to completion of initial 3 weeks of training as mentioned below.
Delhi/Noida/NCR: Air Travel on Low cost carriers;
Other Cities: Volvo Bus/Train-3A/Train-2A
Company will provide accommodation during the training period of first 3 weeks.
On the financial front, your growth at Vedantu will be linked to your performance and company's growths, we are confident of both.
We are looking forward your date of joining on **10 June 2019**. A wonderful experience awaits you here, that's a promise!

Cheers!
Anand Prakash
Director & Co-founder
Vedantu Innovations Pvt. Ltd.

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LETTER OF OFFER

ORIGINAL

C T L CINF TECHNOLOGIES LIMITED	DATE: 31/DEC/2018 BATCH: 2019	FROM: CINF TECHNOLOGIES LIMITED REGISTERED UNDER MINISTRY OF CORPORATE AFFAIRS, (GOVERNMENT OF INDIA) HEAD OFFICE: CTL, PLOT NO – 34, OFF – INFOSYS, IT PARK CHANDIGARH 160101 UT INDIA, CIN: U72300CH2014PLC035062	2019-19 261

TO:	SUBJECT:	DATE & SERIAL:	CONCERN DEPARTMENT:
KUMAR GOPAL NAME: AJIR BIHARI SINHA	LETTER OF OFFER & ACCEPTANCE	2018 – 2019 / 261 31/DEC/2018	HUMAN RESOURCES DEPARTMENT +91 172 4067575, +91 9888454590

Sir/ Concern,

Thank you for exploring career opportunities with CINF Technologies Limited (CTL). 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 Engineer – Telecom. Your gross stipend for Probation period as per JD will be 10,000/- INR per month + TA (Onsite as per actuals as per the terms & conditions set out below. The gross stipend mentioned above is inclusive of the Variable allowance becoming effective upon successful completion of the Initial Training Programme.

- You will be on probation of 6 months from the date of joining. If considered necessary (As per Your Performance Report), the period of probation may be extended up to 3 months only by the management at its sole discretion without assigning any reasons thereof. During the period of probation, your services can be terminated with or without reason. Furthermore, refusal to work at site allotted to you or continued absenteeism for more than 3 days can lead to your termination without any notice.
- If the Candidate resigns before Completion of the training period due to any reason, the full amount of bond will be forfeited by the Company.
- The liability of the company for the employee in all respects shall start from the date of joining i.e. the date of certification of employee from the HR and concerned department after training period.
- Salary Revisions and increment are subject to the performance of the candidate as per assigned project by Senior from Concerned department.
- As per norms, 30 days are required as an intimation period before leaving the Company, if not, company can hold or lieu the current month's salary.
- The Salary details are CTC as per in Annexure - A. All deductions are required by the law of the land (India & States), shall be deductible from the mentioned CTC.
- The assigned goals are mandatory to fulfill for the justification of per month remuneration from the company.
- In case of upward revision in salary structure by the Government of India, same shall be implemented by the company as per directive from the Government of India.
- You are required to join your training on or before 19 AUG 2019, 10:30 AM at Chandigarh Head Office. Or at such date, time and place may be further informed to you by the company at your submitted contact details. In case of your inability to join by the given date this offer shall stand cancelled. Please submit the self attested copy of following original documents for our verification and official records:
  - A. Photocopies of academic & professional qualifications and matriculation certificates along with original.
  - B. Laptop & Data Card (Mandatory).
- During training period of 30 days, no stipend and other benefits of company will be provided except T.A.
- After non-payable training stipend of 10,000 INR per month (deduction of Govt. taxes as applicable as per Annexure -A) will be provided to you.
- You have to sign a bond for 18 months (Agreement as applicable from the Training Period) with company and other Formalities of joining on the day of induction as per terms & conditions.
- Your work location will be PAN INDIA. (WHERE PROJECTS ARE RUNNING UNDER EXPERT TEAMS).
- Training period is Non-payable as described earlier in your LOI/Offer Letter issued by Company.
- There will be 24*7 working shifts as per requirement of company.
- Bond (agreement) duration will be 1.5 years or 18 months i.e. the amount of bond is refundable after completion of 1.5 Years.
- Employee will be bound to complete their task assigned by senior / concern department of the company from time to time. If He / She fails to complete given tasks, then company has right to hold / forfeit their salary as well in lieu for non-performance.
- If due to any reason He / She is not able to join or He / She resigns / absconds from the company or vice-versa before above said period, the total sum of their security will become forfeit or non-refundable to candidate. Moreover, any Unofficial activity by Candidate /Theft of Data or Tools, shall enforce to the company to take any legal actions against them.

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Accenture Pre-Onboard Learning - Your Progress

Inbox

Accenture Learn... 4 days ago
to me

Dear Bashu Sagar,

Greetings from Accenture Learning Symposium !!

Here is the summary of your learning progress on Accenture

PreOnboard Learning program as on : 2019-08-02
Your current completion % : 2.84%
Completion % of topper in your batch : 102.56%
Your last login date : 2019-07-31

Happy learning!

Warm Regards,
Pre-Onboard Learning - Accenture Learning Symposium

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Reply | Reply all | Forward



Sachin Bagga S
19/7/2019 at 21:47

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amazon | Development Centre India

OFFER CUM APPOINTMENT LETTER

Arshdeep Singh Ahuja

IND

Dear Arshdeep,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W), Bangalore - 560 055, Karnataka, India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **ML Data Associate-I Chennai**.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **2 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

pdfelement

1. **Date of Commencement**

Your employment with Amazon India will commence on **22-Jul-2019**.

2. **Probation**

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluations, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a

REGISTERED OFFICE: # 26/1 Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road
Malleshwaram (W), Bangalore - 560 055, Karnataka, India
Tel: +91 80 4781 8000, Fax: +91 80 4567 3333 / 3434
CIN: U74900KA2004PTC034231

Remove Watermark Now

Vedantu

07 June 2019

Dear **Harpreet Kaur Sandhu,**

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu as a **"Business Development Associate"** in our **Sales & Marketing Team**. I am sure your valuable experience and passion to excel will be of great value to Vedantu and will help company to propel towards its Global vision.

Let's try and understand what this opportunity has in store for you. Vedantu, started as a consequence of the passion for education and learning that the founding team shared and with a vision to change the way technology can help make learning more effective and engaging for anyone. Since inception, Vedantu has grown from being just a start up to a company taking its first steps into the market and planning the bigger leaps in the coming days. Our products and services have been a result of passionate work of the team and valuable feedback of the users and needless to say, everyone has loved the products/services in their early stage itself.

We, as a team, take as much pride in our work culture as we do in our offerings, well, these two are inseparable for us. We are a group of extremely passionate and talented individuals who are attached to the vision of the company and take the onus on themselves to attain that Vision. The only rule in Vedantu is to enjoy work and be accountable for the same and that binds us all. There will be times when the targets will be pressurizing but we feel that passion and love for what we are doing will always sail us through the arduous tides, together.

pdfelement

We understand that this will mark a very significant step in your career as well. This will be a very different experience for you and we hope you are equally excited about the same. We hope that you can carve out a niche for yourself in this team and find the satiation and joy that everyone craves for in the professional aspect of Life and in the process grow with everyone else.

Coming to the professional part of the offer, you will need to join Vedantu Team in **Delhi** & **Your Fixed Remuneration would be INR 400000 (Four Lakhs only) per annum as per Annexure A. In addition you would be eligible for INR 3,00,000 (Rupees Three Lakhs only) per annum as variable pay basis your performance.**
You would be on a Training period of 6 Months from the actual Date-of-Joining and *would be eligible for a Traineeship Fees after completion of 3 Weeks of Training*, of INR 25,000 (Rupees Twenty Five Thousand) per month, less TDS as per Income Tax Rule.

You will be eligible for Travelling reimbursement of Rs. 12,000/- (Rupees Twelve Thousand only) (to and from your hometown to Bangalore) on actuals as per bills submitted, subject to completion of initial 3 weeks of training as mentioned below.
Delhi/Noida/NCR: Air Travel on Low cost carriers;
Other Cities: Volvo Bus/Train-3A/Train-2A
Company will provide accommodation during the training period of first 3 weeks.
On the financial front, your growth at Vedantu will be linked to your performance and company's growths, we are confident of both.
We are looking forward your date of joining on **10 June 2019**. A wonderful experience awaits you here, that's a promise!

Cheers!
Anand Prakash
Director & Co-founder

Remove Watermark Now

Silaris

LETTER OF FELICITATION

Date : 01/07/19

Dear Mr./Ms. Bhavya Kapoor

Please accept our felicitation on successfully clearing of our personal interview!

This letter of felicitation is valid until you receive your Offer Letter upon completion of Training. You would receive the offer on Joining Letter.

In the event of any misconduct, unsatisfactory performance or poor attendance, the management may relieve you from your duties without payment of dues or compensation during the training period.

The classroom training period would not be paid. The pay cycle will start on successful completion of the first 3-7 days training as per the process requirement.

Should you decide to resign from the services, at any given point of the time during the tenure with SILARIS, you may do so by giving 15 days notice to the organization or Payment of salary in Lieu for the same.

Position Offered : TME (Process to be offered)

DOJ : 15/07/19

CANDIDATE DETAILS :

Name : Ms. Bhavya Kapoor (6283046738)

Address : GNDEC, Ludhiana

Signature :

Date 01/09/19

pdfelement

SILARIS INFORMATIONS PVT. LTD.

A-14/3, Naraina Industrial Area, Phase-II, New Delhi-110028

Phone: 011 66158712

IT-156024 | 1507907

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Date: 18-10-2018

Sub: Offer letter

IT
1381100
156781

Dear **Bashu Sagar**,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Software Development Trainee'**.

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m.**

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

pdfelement

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You are requested to Submit the following to HR department along with the acceptance of Terms and Condition of Employment with Mechlin Technologies:

a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be

submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

pdfelement

Sincerely,

Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: Bashu Sagar

Name : Bashu Sagar

Date: 01/11/18

Gmail

Ashu Sehgal <asehgal048@gmail.com>

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Congratulations-Offer Letter-Om Careers

2 messages

Diksha Garg <Hr11@omcareers.co.in> Sat, Apr 13, 2019 at 5:14 PM
To: asehgal048@gmail.com
Cc: Sonali Bansal <sonali.b@omcareers.co.in>, Aarveen <hr15@omcareers.co.in>, tpo@gndec.ac.in

Dear Mr. Aashish,

Greetings of the day!!!

Congratulations!!! We are pleased to inform you that you have been selected for the position of **"Graduate Trainee"** with us.

Kindly find the offer & joining details below:

IT
158001
1507885

Designation : Graduate Trainee

CTC		
Amount(INR)		
	Monthly	Annual
Gross	18000	2,16,000
Monthly Incentives	10,000	1,20,000
Annual Bonus		2,00,000
Annual CTC		536,000

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You will be eligible for

1. Monthly Incentives and Annual Bonus are variable incomes – subject to your performance on G & M ratings . (G is Goal Sheet achievement , M is Managerial Competence)
2. On Completion of 6 Months with satisfactory G&M ratings you will be confirmed.
3. You are eligible for - Two increments in 1st year – based on G and M Ratings
4. Statutory Compliances are applicable (as per govt. rules / laws)

For getting onboard with us, you need to send your offer acceptance via mail latest by 6 PM, 16th April, 2019 i.e. Tuesday.

Post offer acceptance, we look forward to your joining with us as per the details below:

Date of Joining : 03 June 2019 (Monday)

Time of reporting : 8:55 AM sharp

Location : OM CAREERS

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SPECTRUM TALENT MANAGEMENT (P) LTD.

Letter of Intent-Final Placement

Date: February 14, 2019

ITI5374438

Dear Kunal Kumar,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

Position - Executive – Client Acquisition
CTC - 2,52,600/- LPA
Location –Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

pdfelement

YoursSincerely



Prerna Hajela
Senior Manager -Human Resources

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Documents required for issuing the offer letter

We request you to send the below listed documents at divya.vats@indiamart.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

1. PAN Card *(Please apply if you do not possess one and share acknowledgement with us)*
2. Aadhar Card *(Please apply if you do not possess one and share acknowledgement with us)*
3. Valid Driving License and 2-Wheeler RC
4. 10th Marksheet
5. 12th Marksheet
6. All semester wise marksheet for Graduation *(in case of any backlog, please share all marksheets)*
7. All semester wise marksheet for Post-Graduation
8. No Objection Certificate from College/Institute or Provisional Degree

pdfelement

Should you have any queries, please feel free to contact Ms. Divya Vats @ 7290045292.

I accept the terms conditions of this offer

(Candidate's Signature)

Name and Date

Remove Watermark Now

Subject **RE: [External]Re: Reliance Jio Infocomm Limited Fresher Recruitment 2018.**
From <Anjali.Goel@ril.com>
To <tpo@gndec.ac.in>
Cc <Eknath.Bangar@ril.com>
Date 2019-02-28 12:53

Hi Sir,

PFB the list of students shortlisted from Guru Nanak Dev Engineering College :

Name	
Mandeep Singh Sachdeva	155331 | 1507617
Nikhil Agrawal	155053 | 1507628
Hargun Kaur Gill	155024 | 1507579
Ishita Pahwa	156041 | 1507923 — I.T.
Jagjeet Singh	155320 | 1507592

CSE

The students have been sent a mail requesting them to forward the required documents.

Thanks and Regards,
Anjali Goel

-----Original Message-----
From: tpo@gndec.ac.in [mailto:tpo@gndec.ac.in]
Sent: Thursday, February 28, 2019 11:44 AM
To: Anjali Goel <Anjali.Goel@ril.com>
Subject: [External]Re: Reliance Jio Infocomm Limited Fresher Recruitment 2018.
Importance: High

The e-mail below is from an external source. Please do not open attachments or click links from an unknown or suspicious origin.

Dear Ma'am,

Greetings from Guru Nanak Dev Engineering College!

A few of our students had attended the placement drive held at *RIMT University* on 30th January 2019.

Kindly let us know the final result of the shortlisted students.

--
Thanks & Regards,
Gagandeep Singh Sodhi,
Training & Placement Officer,
GNDEC Ludhiana,
((+91)9872219178)

On 2019-02-26 17:52, Anjali.Goel@ril.com wrote:
> Dear Candidate,
>

pdfelement

Remove Watermark Now

Subject **Selection Announcement _ Guru Nanak Dev Engineering College**
From <Saloni1.Gupta@ril.com>
To <tpo@gndec.ac.in>
Cc <Richa.Fotedar@ril.com>, <Pooja.Pawar@ril.com>
Date 2019-03-15 16:51

Dear Sir,

We appreciate the institute's effort in hosting a seamless selection process for Jio.

It is our pleasure to confirm that we have selected the following students. Offer letter and other details will be shared subsequently.

Sr. No	Name	Annual Comp (in LPA)	
	Awaldeep Singh	4.5 LPA	155009/1507556
	Nidhi Shukla	4.5 LPA	155052/1507626
	Taranpreet Singh	4.5 LPA	155383/1606816

We request you to confirm that these student will not participate in the placement process going forward. Request your acknowledgement.

We look forward for a long term and pleasant association.

Thank you for participating in Reliance Jio recruitment process.

Regards, **Saloni Gupta**
Human Resources
Reliance Jio Infocomm

Mobile: +91-9106440435
Email: Saloni1.Gupta@ril.com

How am I doing? Please email my manager Avijit.Kar@ril.com your feedback, if any. Looking forward to support you always.

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"**Confidentiality Warning**: This message and any attachments are intended only for the use of the intended recipient(s), are confidential and may be privileged. If you are not the intended recipient, you are hereby notified that any review, re-transmission, conversion to hard copy, copying, circulation or other use of this message and any attachments is strictly prohibited. If you are not the intended recipient, please notify the sender immediately by return email and delete this message and any attachments from your system.

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Gmail

neha thakur <nehathakur.ab8@gmail.cor

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Offer Acceptance : Thanks for your response

message

ıvleen kaur <tavleen19971@gmail.com> Wed, Jun 19, 2019 at 11:51 A
: neha thakur <nehathakur.ab8@gmail.com>

---------- Forwarded message ---------
From: <India.Recruiting@accenture.com>
Date: Sat 13 Apr, 2019, 5:52 PM
Subject: Offer Acceptance : Thanks for your response
To: <tavleen19971@gmail.com>
Cc: <notavailable@accenture.com>

13-Apr-2019

Tavleen Kaur
Candidate Id: C7911282
Unique Reference Number/Unique Id: 9d6b5ffc-0baf-4065-9a20-15eed1f0e312_1

Dear **Tavleen Kaur**,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

Please write to us at campus.queries@accenture.com for any queries.

Regards,
Campus Recruitment Team
Accenture in India.

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www.accenture.com

Gmail

neha thakur <nehathakur.ab8@gmail.cor

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wd: Offer Acceptance : Thanks for your response

Message

cha Gandhi <richs2911@gmail.com>
< neha thakur <nehathakur.ab8@gmail.com>

Wed, Jun 19, 2019 at 11:55 A

---------- Forwarded message ---------
From: <India.Recruiting@accenture.com>
Date: Sat, Apr 13, 2019, 6:28 PM
Subject: Offer Acceptance : Thanks for your response
To: <richs2911@gmail.com>
Cc: <notavailable@accenture.com>

IT
1560 26
150 7959

13-Apr-2019

Ravneet Kaur
Candidate Id: C7911285
Unique Reference Number/Unique Id: 605bc283-c57f-4735-a809-818647642ddb_1

Dear **Ravneet Kaur**,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

Please write to us at campus.queries@accenture.com for any queries.

Regards,
Campus Recruitment Team
Accenture in India.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.

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www.accenture.com

Gmail

neha thakur <nehathakur.ab8@gmail.com>

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er Acceptance : Thanks for your response

Message

dia.Recruiting@accenture.com <India.Recruiting@accenture.com> Sat, Apr 13, 2019 at 12:48 F
< nehathakur.ab8@gmail.com
:: notavailable@accenture.com

IT
158064
1507848

13-Apr-2019

Neha Thakur
Candidate Id: C7911286
Unique Reference Number/Unique Id: 121b38e2-1b0a-4663-9ac6-f8eb96911f72_1

Dear **Neha Thakur**,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

Please write to us at campus.queries@accenture.com for any queries.

Regards,
Campus Recruitment Team
Accenture in India.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.

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IT
156/01
UOP238

7th December, 2018

To,
Ms. Harshita Sharma,
Tel No.7888944778

Dear Harshita,

This has reference to the interview and discussions you had with us. We are pleased to appoint you as "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you would be re-designated as "Career Development Officer".

Find below your compensation details.

		(Amount in Rupees.)		
		Per Month		**Per Annum**
Basic Salary	:	21,500		2,58,000
House Rent Allowance	:	1,400		16,800
Additional HRA	:	3,000		36,000
Transport Allowance	:	1,600		19,200
Telephone Allowance	:	500		6,000
Daily Travel Reimbursement (Only for the days of field work @ Rs.150/-)	:	3,000		36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	10,000		1,20,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,000		24,000
Total Rs: Five Lakh Sixteen Thousand Only pa.	**:**	**43,000**		**5,16,000**

Regards,
Jaro Education

Sushant Mallya
Sr.Manager – Human Resource

I agree to the above and attached terms & conditions _____Dated_____

pdfelement

Subject **Re: SELECTION OF CANDIDATES BY CONJOINIX IN OFF PLACEMENT DRIVE ON 01 & 13 NOV**

From HR <hr@conjoinix.com>

To <tpo@gndec.ac.in>

Cc Rajni Thakur <rajni.thakur@conjoinix.com>, Nitish Mahajan <nitish.mahajan@conjoinix.com>, <rsperhar@conjoinix.com>, yeshu <yeshu.arora@conjoinix.com>

Date 2018-11-19 23:10

- LOI-Placement-Drive-2019-TECH350-2019.rectifypdf (~152 KB)

Dear Sir/Ma'am,

Please find the attachment related to the revised LOI format which is to be given to the selected candidates.

On 20/11/18 11:33 AM, HR wrote:
Dear Sachin,

This is to inform you that during the Off Campus Drive held by us on 01 and 13 Nov at PHD Chambers Of Commerce Sec 31 Chandigarh, the company carried out presentations, online test and HR interviews.
We wish to inform that the following candidates from your institution were successful and were selected by us for employment during the drive-:

1. Nishant Sharma (8278813099,nishantsharma01hmr@gmail.com) — EE - 152120/1606931
2. Nitesh Lekhi (8556934506, niteshlekhi@gmail.com) — CSE - 155056/1507633
3. Jasjot Singh (8968704840,jasjot7708@gmail.com) — IT ~~ESE~~ 156043/1507925
4. Jaskaran (8968438812,jaskaransingh1996.js@gmail.com) — IT ~~ESE~~ - 156044/1507926
5. Jaskeerat (jsingh291997@gmail.com) — IT - 156045/1507927
6. Harwinder Singh (8568823797,harwinderjare@gmail.com) — MCA - 1729005/1707396
7. Gurdeep Singh (9779178196,cheenadeep732@gmail.com) — MCA - 1729003/1707394

All the above candidates were issued a Provisional Letter of Intent the same day. The candidates are required to take actions as stated in the Provisional Letter of Intent by 21 Nov 2018. On receipt of the documentation, Letter of Intent for attending our Up skilling and Grooming Programme, will be issued. The Up skilling and Grooming programme will start from 07 January till 13 July or 350 hours which ever is earlier. The employment will start from 15 July 2018 or earlier as the case may be individually keeping in view earlier completion of the mandatory 350 hours of Programme.
You are kindly requested to inform the candidates to complete the formalities at the earliest.
Sample copy of the LOI to be issued to candidates on completion of formalities by 21 Nov, is attached for your information.

Best wishes & regards,

Rajni Thakur
HR Representative
Conjoinix
Mob- +91-9646599331
Email- hr@conjoinix.com

Placement

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Remove Watermark Now

Subject **Final Selection**
From Vivek_ITConnectUS Inc. <vivek.tiwari@itconnectus.com>
To tpo@gndec.ac.in <tpo@gndec.ac.in>
Date 2019-06-26 17:48

- Gurparteet Singh.docx (~76 KB)
- Mandeep Singh.docx (~76 KB)
- Avirit.docx (~75 KB)
- Twinkle Khanna.docx (~75 KB)

Dear Sachin,

Below is the final selection list 155162, 160 7404 ME

Mandeep Singh
Avirit Singh 155308, 1507555 CSE
Twinkle Khanna 156124 1607190 IT
Gurparteet Singh 154018, 1508335 AE

Attached is the LOI please get me the print out, need 2 copires

Thanks and Regards
Vivek Tiwari
Senior Manager-TAG

Email: vivek.tiwari@itconnectus.com | M: 8360597946
Website: www.itconnectus.com
Office- C-204, 2nd Floor, Phase 8-B, Mohali
About Us | Facebook | Twitter | LinkedIn

-----Original Message-----
From: tpo@gndec.ac.in <tpo@gndec.ac.in>
Sent: Tuesday, June 25, 2019 6:41 PM
To: Vivek_ITConnectUS Inc. <vivek.tiwari@itconnectus.com>
Subject: Re: Campus placement Drive (Salary Revised)
Importance: High

Dear sir,

All the apparatus require to conduct the drive is available.
The number of students registered with us for the placement drive right now are 28.

Thanks and Regards

Gagandeep Singh Sodhi,
Training & Placement Officer,
GNDEC Ludhiana,
((+91)9872219178)

On 2019-06-25 17:36, Vivek_ITConnectUS Inc. wrote:

> Dear Sachin,
>
> We will be reaching tomorrow at 10:00 AM to conduct the placement
> drive in your college.
>
> For the drives we would be requiring the internet connectivity to

pdfelement

Infosys
Navigate your next
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HRD/3T/19-20/12798117

Mr. Jasjot Singh
Candidate ID: 12798117
14
guru gian vihar sector-5 jawaddi
Ludhiana
Punjab
India
Ph: (91) 89687 04840

July 09, 2019

Dear Jasjot,

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.

pdfelement

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: 2019.07.09 03:18:05 +05:30
Reason: Offer Letter
Location: Bangalore

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HRD/3T/19-20/12798117

July 09, 2019

Mr. Jasjot Singh
Candidate ID: 12798117
14
guru gian vihar sector-5 jawaddi
Ludhiana
Punjab
India
Ph: (91) 89687 04840

Dear Jasjot,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 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.

pdfelement

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.

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 - IV.

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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.

Agreement:

Our offer to you as **Systems Engineer** 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.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

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 **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.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

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HRD/3T/19-20/12798753

Ms. Muskan
Candidate ID: 12798753
22/125A Phase 1
Sarabha Nagar Extension
Ludhiana
Punjab
India
Ph: (91) 79861 68259

July 09, 2019

Dear Muskan,

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.

pdfelement

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
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F 91 80 2852 0362

askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.09 03:18:06 +05:30
Reason: Offer Letter
Location: Bangalore

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HRD/3T/19-20/12798753 July 09, 2019

Ms. Muskan
Candidate ID: 12798753
22/125A Phase 1
Sarabha Nagar Extension
Ludhiana
Punjab
India
Ph: (91) 79861 68259

Dear Muskan,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 16, 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.

pdfelement

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.

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 - IV.

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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.

Agreement:

Our offer to you as **Systems Engineer** 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.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

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Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

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 **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.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

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National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

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 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** 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 250**.

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.

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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 a **Systems Engineer** is conditional upon your having fully completed your graduation / post-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 a Systems Engineer, 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.

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.

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.

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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.

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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

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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

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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Ms. Muskan**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

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)	12,000 (Without Security)	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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ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Ms. Muskan**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

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)	12,000 (Without Security)	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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Strictly Private and Confidential

04-Mar-2019

Sanjampreet Singh
792 G SBS Nagar, Pakhowal Road, Ludhiana
9815333040

Dear Sanjampreet,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 60bc3348-390a-4c00-ac30-f84d740de761_1
Signed By: Mohan Sekhar

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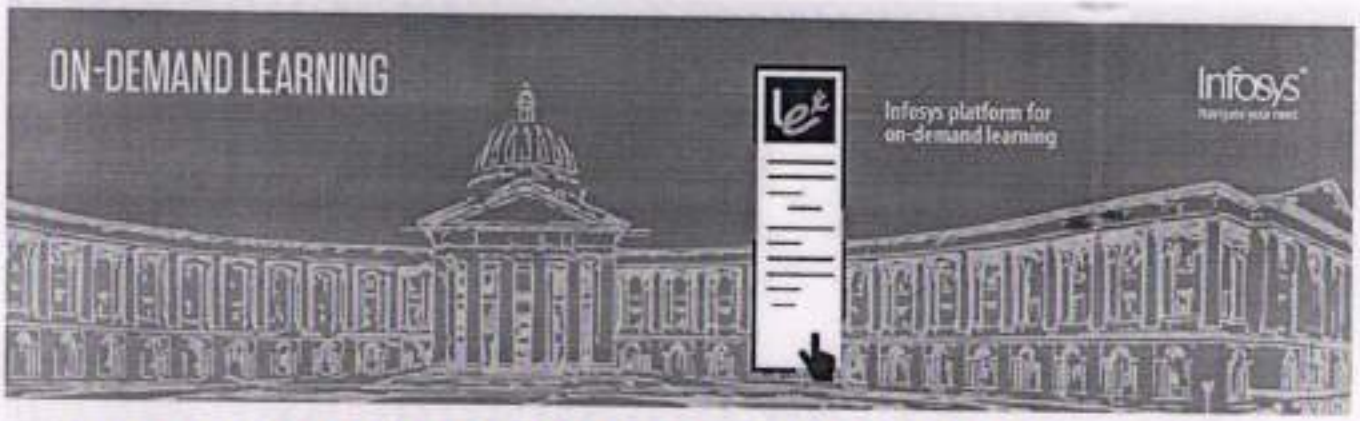
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Infosys Lex platform for Campus Recruits

1 message

Varadharaj V <TA_Vardha@infosys.com>
To: sanjam531@gmail.com <sanjam531@gmail.com>, singhsanjam531@gmail.com <singhsanjam531@gmail.com>

Thu, 25 Oct, 2018 at 3:15 pm



Dear Sanjampreet Singh,

Congratulations and welcome to Infosys!

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As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment,** you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** sanjam531@gmail.com

JASJOT SINGH
8968704840

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CANDIDATE CHECKLIST

Justdial

Note:

- Please bring both originals and a photocopy of each of the documents listed below.
- Originals to be shown for verification.
- Photocopies to be submitted for HR records.
- All original certificates or documents MUST be authentic & genuine.
- Submission of fake certificates / documents will result in instant dismissal.

LIST OF DOCUMENTS TO BE SUBMITTED

a. **IDENTITY PROOF – Mandatory**	(Bring originals and discuss with HR)
• Aadhar Card • PAN Card	
b. **IDENTITY PROOF – Optional**	(Bring originals and discuss with HR)
• Voter ID • Passport • Driving License	
c. **EDUCATIONAL CERTIFICATES**	(Bring originals and discuss with HR)
• Under Graduate • Graduate • Post Graduate • Professional Degree / Diploma	
d. **ADDRESS PROOF**	(Bring originals and discuss with HR)
• Current or Permanent Address Proof • Rental Agreement / Aadhar / Telephone Bill	
e. **FITNESS CERTIFICATE**	(for Field Staff's only)
• Medical Fitness Certificate from a Registered Medical Practitioner.	
f. **PREVIOUS EXPERIENCE DOCUMENTS**	
• Relieving Letter / Experience Certificate from the previous employer. • ESIC No. • UAN No. • PF No.	
g. **INSTRUCTIONS**	
• We are also sending a **Joining Link** to your personal mail ID which you need to click or copy paste in a new browser and Fill the details and Submit immediately. In case you find any difficulty in submitting the form online or if you may have any other query reply **back to the same mail id** from where you have received the joining link. • **Acceptance of offer letter & submission of Online joining form is mandatory**, failing which your joining might get delayed or cancelled. • **Please bring 4 Passport Size photographs** • It is mandate for experienced candidates to submit the Relieving/Experience letter from previous employer. Failure to do so Date of Joining might be postponed/cancelled. **Gadget Model : VIVO V11 Pro Smart phone** • **This is applicable only for those employees who are joining us as Business Development /Certified Internet Consultant profile**	



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[TECHNOSSUS]

SCO 59, THIRD FLOOR, URBAN ESTATE,
PHASE-II, DUGRI,LUDHIANA, PUNJAB
+91.161.463.6563 TECHNOSSUS.COM

EMPLOYMENT OFFER

May 27, 2019

Jasjot Singh
Ludhiana

Re: Offer of Employment

Dear Jasjot:

Technossus Software Services Pvt. Ltd., (the "**Company**"), is pleased to offer you full-time employment on the following terms:

1. **Position.** You will be employed in the full-time position of **TRAINEE – SOFTWARE DEVELOPMENT**. A comprehensive description of this position is attached to this offer as Annexure – 3.

   You will report to **MR. GAURAV MADAAN, PRINCIPAL CONSULTANT – SOFTWARE DEVELOPMENT** and your location of employment will be LUDHIANA, PUNJAB.

   As a full-time employee, the Company requires that you devote your full business time, attention, skills and efforts to the duties and responsibilities of your position.

2. **Start Date.** Your first date of employment with the Company will be **June 10, 2019** ("**Start Date**").

3. **Compensation.** All compensation is payable less deductions authorized by you plus all tax withholdings as required by applicable law. Compensation will be paid in accordance with the Company's established policies and procedures on the Company's regularly scheduled pay days. In this position, you will be eligible for the following compensation:

   a. Stipend. You will be paid a stipend of Twelve Thousand Forty-One (Rs. 12,041) per month for the initial six months. You will be paid gross emoluments as detailed in Annexure – 1.

   b. Salary. From the seventh month you will be paid a salary in the Total Compensation of Two Lakh Thirty-One Thousand One Hundred Forty-Eight (Rs.2,31,148)) annually. Your salary will be paid to you monthly. You will be paid gross emoluments as detailed in Annexure – 2.

   c. Performance bonus. After completion of 12 and 18 months, you will be eligible to receive a Performance Bonus (one-time bonus up to 20000 as per performance).

   d. Bonus. In addition to your salary, you will be eligible to receive an annual bonus of up to 10% of your Gross Earnings as identified in Annexure – 1. This bonus is measured across four quarters of the calendar year and paid annually. (Annual Bonus). The Annual Bonus will be contingent on your specific quarterly goals, MBOs (Management by Objectives) and Company Goals being met. The company reserves the right to amend or withdraw the bonus, on an annual basis.

4. **Terms of Employment.** Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – 4.

If you wish to accept employment with the Company under the terms described above, please sign and date this letter and the Non-Disclosure Agreement and return them to me by **May 28, 2019**, after which date this offer will be withdrawn and of no further force or effect.

For TECHNOSSUS SOFTWARE SERVICES PVT. LTD.
Sincerely,

Ramanjeet Deol
HR Manager

Name: JASJOT SINGH

Jasjot Sl
Signature of Candidate

I accept the foregoing offer of employment. I have read and understand and agree to its terms. I understand that this offer sets forth the entire agreement between myself and the Company, regarding the terms of employment and supersedes any prior agreements, understanding or discussion which I may have prior to signing this offer letter.

pdfelement

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Declaration

I, ...JASJOT...SINGH..... S/o / D/o .....GURDEEP...SINGH,
resident of .....H.NO...14...GURU GIAN.....VIHAR SEC-5.....
.....JAWADDI.....LUDHIANA.....
hereby declare that with reference to the "Provisional LOI" issued to me by Conjoinix on ..11./..10./2018, I shall retain confidentiality to the further details & documents that shall be shared by the company with me and shall not disclose the information with any outside person.

I further declare that I understand that the company has time bound processes and I shall submit my documents & other requisites in the timely manner as declared by me during the interview, else my LOI shall stand automatically cancelled.

I also declare that all information provided or that shall be provided in the later course of time, by me, shall be true to the best of my knowledge & belief.

Jasjot Singh

(Sign)

Dated : .25./.06./2018

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Gmail

Mandeep Singh <singhmd1432@gmail.com>

Offer Acceptance : Thanks for your response

3 messages

India.Recruiting@accenture.com <India.Recruiting@accenture.com> Tue, Mar 26, 2019 at 9:52 PM
To: singhmd1432@gmail.com
Cc: notavailable@accenture.com

26-Mar-2019

Mandeep Kohli
Candidate Id: C7860277
Unique Reference Number/Unique Id: 6664489f-3854-4c3e-a598-d868c7e5fb7e_1

Dear Mandeep Kohli,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

Please write to us at campus.queries@accenture.com for any queries.

Regards,
Campus Recruitment Team
Accenture in India.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at https://www.accenture.com/us-en/privacy-policy.

www.accenture.com

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[TECHNOSSUS]

SCO 59, THIRD FLOOR, URBAN ESTATE
PHASE II, DUGRI,LUDHIANA, PUNJAB
+91 161 463.6563 TECHNOSSUS.COM

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EMPLOYMENT OFFER

May 23, 2019

Akash Puri
Ludhiana

Re: Offer of Employment

Dear Akash:

Technossus Software Services Pvt. Ltd., (the "**Company**"), is pleased to offer you full-time employment on the following terms:

1. **Position**. You will be employed in the full-time position of **TRAINEE – SOFTWARE DEVELOPMENT**. A comprehensive description of this position is attached to this offer as Annexure – 3.

   You will report to **MR. SUNNY SETIA, PRINCIPAL CONSULTANT – SOFTWARE DEVELOPMENT** and your location of employment will be LUDHIANA, PUNJAB.

   As a full-time employee, the Company requires that you devote your full business time, attention, skills and efforts to the duties and responsibilities of your position.

2. **Start Date.** Your first date of employment with the Company will be **June 10, 2019** ("**Start Date**").

3. **Compensation**. All compensation is payable less deductions authorized by you plus all tax withholdings as required by applicable law. Compensation will be paid in accordance with the Company's established policies and procedures on the Company's regularly scheduled pay days. In this position, you will be eligible for the following compensation:

   a. Stipend. You will be paid a stipend of Twelve Thousand Forty-One (Rs. 12,041) per month for the initial six months. You will be paid gross emoluments as detailed in Annexure – 1.

   b. Salary. From the seventh month you will be paid a salary in the Total Compensation of Two Lakh Thirty-One Thousand One Hundred Forty-Eight (Rs.2,31,148)) annually. Your salary will be paid to you monthly. You will be paid gross emoluments as detailed in Annexure – 2.

   c. Performance bonus. After completion of 12 and 18 months, you will be eligible to receive a Performance Bonus (one-time bonus up to 20000 as per performance).

   d. Bonus. In addition to your salary, you will be eligible to receive an annual bonus of up to 10% of your Gross Earnings as identified in Annexure – 1. This bonus is measured across four quarters of the calendar year and paid annually. (Annual Bonus). The Annual Bonus will be contingent on your specific quarterly goals, MBOs (Management by Objectives) and Company Goals being met. The company reserves the right to amend or withdraw the bonus, on an annual basis.

4. **Terms of Employment.** Your employment with us will be governed by the Terms & Conditions as detailed in Annexure – 4.

If you wish to accept employment with the Company under the terms described above, please sign and date this letter and the Non-Disclosure Agreement and return them to me by **May 24, 2019**, after which date this offer will be withdrawn and of no further force or effect.

For TECHNOSSUS SOFTWARE SERVICES PVT. LTD.
Sincerely,

Ramanjeet Deol
HR Manager

Name:

Signature of Candidate

I accept the foregoing offer of employment. I have read and understand and agree to its terms. I understand that this offer sets forth the entire agreement between myself and the Company, regarding the terms of employment and supersedes any prior agreements, understanding or discussion which I may have prior to signing this offer letter.

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Offer: Computer Consultancy
Ref: TCSL/CT20161903809/Delhi
Date: 08/10/2018

Mr. Jaspreet Singh
Room No 32, Hostel No 1Guru Nanak Dev Engineering College,
Gill Park, Gill Road,
Ludhiana-141006,
Punjab.
Tel# 91-8840942451

Dear Jaspreet Singh,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **ECM (Enterprise Content Management)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
9th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

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Congrats! Offer From Accenture

1 message

campus.offerletter@accenture.com <campus.offerletter@accenture.com> Sat, Apr 13, 2019 at 7:06 AM
To: jsb24796@gmail.com

13-Apr-2019

Jaspreet Singh
CANDIDATE ID:C7911278
UNIQUE REFERENCE NUMBER/UNIQUE ID:2457a6d7-4abc-4e12-976b-520f1c579744_1

Dear **Jaspreet Singh**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter
- Click on this link https://india.jobs.accenture.com/default.aspx and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them

Request you to verify the details in the offer letter released on 04/13/2019 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any other queries,please write to campus.queries@accenture.com.

Regards,
Campus Recruitment Team - Accenture India.

Accenture Disclaimer

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Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdrew your information anytime.
Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to https://businessethicsline.com/accenture/.

++++++++++++++++++++++++++++

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law,

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privacy statement at https://www.accenture.com/us-en/privacy-policy

www.accenture.com

Job aid.pdf
793K

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Gmail

Rubbal Singh <rubbal223singh@gmail.co

ffer Acceptance : Thanks for your response

essage

Jia.Recruiting@accenture.com <India.Recruiting@accenture.com>
rubbal223singh@gmail.com
: notavailable@accenture.com

28 April 2019 at 20

28-Apr-2019

Sahil Singh
Candidate Id: C7918918
Unique Reference Number/Unique Id: edd61309-3cd0-4d48-a782-041ab473585d_1

Dear **Sahil Singh**,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

Please write to us at campus.queries@accenture.com for any queries.

Regards,
Campus Recruitment Team
Accenture in India.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, ncluding processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with he applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights o access, correct or withdraw your information anytime.

his message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at https://www.accenture.com/us-en/privacy-policy.

www.accenture.com

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Accenture Solutions Private Limited

Letter of Authorization

To whom it may concern

I agree to provide copies of mark sheets and relevant certificates. I understand that employment with Accenture is governed by Accenture Employment Policies as applicable, including satisfactory information from a background check and reference check.

I hereby certify all of the statements made on the Accenture Solutions Private Limited Employment Application Form are true and complete and I understand that omission or misrepresentation of any fact may result in refusal of employment or immediate dismissal.

"I hereby declare and affirm that:

- I am not an undischarged insolvent and that I have never applied to any court of law to be adjudicated as an insolvent.
- No criminal charges have ever been framed against me by any court of law.
- I have not been convicted by any court for any offence involving moral turpitude.
- I have not been involved or been party to any financial or economic crimes in any manner whatsoever.
- I have never been involved or been party to any terrorist activities.

I agree and understand that, if at any time hereinafter, any or all of the above statements are found to be false / untrue, the company shall, without prejudice to its other rights, shall have the right to forthwith terminate my services and also initiate appropriate legal proceedings against me. I further agree and understand in the event of such termination, I shall not be entitled to any compensation or benefits whatsoever"

I hereby authorize Accenture Solutions Private Limited and its representative to verify information provided in my resume and application of employment, and to conduct enquiries as may be necessary, at the company's discretion. **I authorize Accenture Solutions Private Limited and its representative to initiate the necessary enquiries/checks with immediate effect; barring my current employment.** Verification of my current employment can be initiated on or after the date of joining. I also authorize Accenture Solutions Private Limited and its representative to initiate reference checks with the references provided by me with immediate effect.

I authorize all persons who may have information relevant to this enquiry to disclose it to Accenture Solutions Private Limited or its representative. I release all persons from liability on account of such disclosure.

Signature : Arandeep Sgh

Full Name in Capitals: ARSHDEEP SINGH WALIA

Date of Signature : 22/12/2017

Note instruction:

Kindly do not paste Digital Signatures. Please print this page and sign it. Mention your Name & Date, scan the form and upload OR share it with the recruitment Point Of Contact.

Remove Watermark Now

Accenture Solutions Private Limited

Letter of Authorization

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- No criminal charges have ever been framed against me by any court of law.
- I have not been convicted by any court for any offence involving moral turpitude.
- I have not been involved or been party to any financial or economic crimes in any manner whatsoever.
- I have never been involved or been party to any terrorist activities.

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I authorize all persons who may have information relevant to this enquiry to disclose it to Accenture Solutions Private Limited or its representative. I release all persons from liability on account of such disclosure.

Signature : Ankush Sood

Full Name in Capitals: ANKUSH SOOD

Date of Signature : 22/12/2018

Note Instruction:

Kindly do not paste Digital Signatures. Please print this page and sign it. Mention your Name & Date, scan the form and upload OR share it with the recruitment Point Of Contact.

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Strictly Private and Confidential

13-Jun-2019

Simranjeet Singh
627 GF, LIG flats,rishi nagar, haibowal,ludhiana
8054926441

Dear Simranjeet,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

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M

Congratulations-Offer Letter-Cm Careers

1 message

Diksha Garg <Hr11@omcareers.co.in> Sat 13 Apr, 2019 at 5:15 PM
To: mbhamra10@gmail.com
Cc: Sonali Bansal <sonali.b@omcareers.co.in>, Aarveen <hr15@omcareers.co.in>, tpo@gndec.ac.in

Dear Ms. Manpreet,

Greetings of the day!!!

Congratulations!!! We are pleased to inform you that you have been selected for the position of **"Graduate Trainee"** with us.

Kindly find the offer & joining details below:

Designation : Graduate Trainee

CTC		
Amount(INR)		
	Monthly	Annual
Gross	18000	2,16,000
Monthly Incentives	10,000	1,20,000
Annual Bonus		2,00,000
Annual CTC		536,000

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You will be eligible for

1. Monthly Incentives and Annual Bonus are variable incomes – subject to your performance on G & M ratings . (G is Goal Sheet achievement , M is Managerial Competence)
2. On Completion of 6 Months with satisfactory G&M ratings you will be confirmed.
3. You are eligible for - Two increments in 1st year – based on G and M Ratings
4. Statutory Compliances are applicable (as per govt. rules / laws)

For getting onboard with us, you need to send your offer acceptance via mail latest by 6 PM, 16th April, 2019 i.e. Tuesday.

Post offer acceptance, we look forward to your joining with us as per the details below:

Date of Joining : 03 June 2019 (Monday)

Time of reporting : 8:55 AM sharp

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Location OM CAREERS

2nd Floor, Above Yes Bank, Plot No B 15-91, Main G.T Road, Miller Ganj, Ludhiana, Punjab 141003

Contact Person : Ms. Aarveen@ 9041069931

Documents Required for Joining:

You are required to carry the following documents (mandatory) at the time of joining:

1. Copy of your education proofs (From Xth till highest degree)
2. Copy of appointment letter of previous employers (if applicable)
3. Copy of relieving letter of previous employers/Last employer (if applicable)
4. Latest Appraisal Letter/Revised Compensation Letter of last employer (If applicable)
5. Last 3 months salary slips (Preferred)/6 months Bank Statement
6. Copy of Aadhar Card
7. Copy of PAN Card
8. Two passport size photographs

All documents (hard copy) should be submitted in a **punched file** if not submitted at the time of offer.

You are required to confirm your joining as per the details above post the acceptance of the offer.

Please Note:-

1. This is a Private and a Confidential document. Kindly refrain from sharing the details of the said document/details.
2. The release of the final appointment letter will depend upon your successful joining & will be issued to you on your date of joining.
3. Place of posting will be Ludhiana

Wishing you a great and a successful career ahead...

In case of any query, please contact Ms. Aarveen@ 9041069931

? Wishing you a very successful day ahead,

With Best Regards,
Diksha Garg – Assistant Team leader (ATL)
OM CAREERS- on mission "Bigger Us is Better Us -2019"
2nd Floor , Above Yes Bank ,
Plot No B 15-91,Main G.T Road, Miller Ganj,
Ludhiana, Punjab 141003,
Mobile-|+919041004643|

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NTT DATA Information Processing Services Private Limited
(Formerly known as Dell Business Process Solutions India Private Limited)
Plot No.7, Sector 144 & 125
Noida - 201306, Uttar Pradesh, India

NTT DATA Services

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12 April 2019

Arshdeep Singh Chopra
Guru Nanak Dev Engineering College

Dear Arshdeep Singh Chopra,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Services IT Development Program Senior Associate I with NTT DATA Information Processing Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as trainee comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/-per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a Services IT Development Program Senior Associate 1 in Grade 4 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs.300,000/-during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in Indiaand can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka.This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

SRINIVASULU BB
VICE PRESIDENT – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by 12 Apr 19to indicate your acceptance of this Offer.I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____
Arshdeep Singh Chopra

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To,
Mr. Vikas Tripathi,
Noida.

11th June, 2019

Dear Vikas,

With reference to your application and subsequent interview, we are pleased to offer you a position with **Tavisca Solutions Pvt. Ltd,** as **Software Trainee** on the following terms and conditions:

1. Your remuneration, while posted at Pune, will be **Rs. 6,00,000/- (Rupees Six Lakh Only)** cost to the company, as per the attached Annexure, subject to Income Tax deductible at source. A detailed Appointment Letter containing the complete compensation details will be issued to you on your date of joining.

   You are requested to join us on or before **15th July, 2019.**

2. During your employment with Tavisca Solutions Pvt. Ltd., you will be governed by the service rules and regulations of the company in force or as introduced or amended from time to time.

3. During your employment with the company, you will be liable to be transferred to any of the offices, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management.

4. As discussed, our offer is contingent on your signing and agreeing to abide by the terms of our company's Confidentiality Agreement. In brief, the Agreement requires that you hold in trust and not disclose to any party, directly or indirectly, during your employment with our company and thereafter, any confidential information relating to, among other items, research, development, trade secrets, employee and / or customer prospect lists, or the business affairs of our company and any of its clients.

5. You have been engaged on the presumption that the particulars furnished by you in your application and resume are correct. In case the said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, our appointment with the company shall stand terminated / cancelled without any notice.

6. Termination and Terms: On completion of your probation period (i.e.) 12 months after your joining and successful completion of your probation period, either party may terminate the employment by giving a notice of 45 Days. Till your probation period i.e. 12 months from your joining OR before your confirmation i.e. upon successful completion of your probation period, either party may terminate the employment by giving a prior notice of 14 working days."

7. Please sign the duplicate copy of this letter on each page, to be returned to us as your acceptance of this offer and the terms/conditions detailed in this letter. Please note that no commitments other than what is mentioned in this letter & its annexure will be applicable to you or entertained by us.

India:
Tavisca Solutions Pvt. Ltd.,
7th Floor, B Block,
Weikfield ITCiti Info Park, Viman Nagar,
Pune, MH 411014
Broad Line: +91 20 6708 3100

USA:
Tavisca LLC,
15150, Preston Road,
Suite 300
Dallas, TX 75248.
Broad Line: +1 469 791 0489

Email:
contact@tavisca.com
Website:
www.tavisca.com
CIN:
U72100PN2008PTC132281

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8. You are advised to go through the content of this letter offer and annexure before signing the duplicate copy.

I have read, understood and agreed with the terms stated in this letter. My signature below constitutes an acceptance of this offer of employment. Please find the detailed salary break–up in the Annexure attached with the offer letter

We look forward for your long term association with Tavisca Solutions.

Yours faithfully,
For, Tavisca Solutions Pvt. Ltd.

Priyanka Ratnaparkhi
Chief Financial Officer

Agreed and accepted:

I have read, understood and agree with the terms stated in this letter. My signature below constitutes an acceptance of this offer of employment

pdfelement

Signature **(Vikas Tripathi)** Date: _____

India:
Tavisca Solutions Pvt. Ltd.,
7th Floor, B Block,
Weikfield ITCiti Info Park, Viman Nagar,
Pune, MH 411014
Broad Line: +91 20 6708 3100

USA:
Tavisca LLC,
15150, Preston Road,
Suite 300
Dallas, TX 75248.
Broad Line: +1 469 791 0489

Email:
contact@tavisca.com
Website:
www.tavisca.com
CIN:
U72100PN2008PTC132281

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Subject **Fw: Infosys Limited**
From Manpreet Bhamra <bhamramanpreet@outlook.com>
To tpo@gndec.ac.in <tpo@gndec.ac.in>
Date 2019-07-05 15:51

From: offer_documents <offer_documents@infosys.com>
Sent: 26 June 2019 11:42
To: 'bhamramanpreet@outlook.com'
Subject: Infosys Limited

Dear Manpreet,

Greetings from Infosys Ltd !

We request you to send us scanned copies of below your mark sheets to offer_documents@infosys.com on or before **July 06, 2019.**

1. Under graduate semester wise mark sheet.

We wouldn't be able to take your candidature forward and extend an offer, if we don't receive these documents before the above mentioned date.

Please note **13101688** is your candidate ID and quote this in all your future correspondence.

Note:

- All these scanned copies to be in pdf / gif / Tiff formats only.
- Should mention your Infosys provided candidate ID in the subject line, for all your correspondence.
- Ensure that the total size does not exceed 8 MB including attachments, else send rest of docs in another email.

Regards,
Team Recruitment
Infosys Limited

pdfelement

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Subject **Fwd: Infosys Limited (Candidate ID - 13101680)**
From Arsh <sarsh19@yahoo.com>
To <tpo@gndec.ac.in>
Date 2019-07-05 18:32
Priority Normal

---------- Forwarded message ----------
From: offer_documents <offer_documents@infosys.com>
Date: 26 Jun 2019 11:36
Subject: Infosys Limited
To: "'sarsh19@yahoo.com'" <sarsh19@yahoo.com>
Cc:

Dear Arshdeep Singh,

Greetings from Infosys Ltd !

We request you to send us scanned copies of below your mark sheets to offer_documents@infosys.com on or before **July 06, 2019.**

1. XII mark sheet.

pdfelement

We wouldn't be able to take your candidature forward and extend an offer, if we don't receive these documents before the above mentioned date.

Please note **13101680** is your candidate ID and quote this in all your future correspondence.

Note:

- All these scanned copies to be in pdf / gif / Tiff formats only.

- Should mention your Infosys provided candidate ID in the subject line, for all your correspondence.

- Ensure that the total size does not exceed 8 MB including attachments, else send rest of docs in another email.

Regards,

Team Recruitment

Infosys Limited

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Subject **Fwd: Infosys Limited**
From Akash Puri <akash.puri.01@gmail.com>
To <tpo@gndec.ac.in>
Date 2019-07-05 18:04

---------- Forwarded message ---------
From: **offer_documents** <offer_documents@infosys.com>
Date: Wed, 26 Jun, 2019, 11:42 AM
Subject: Infosys Limited
To: akash.puri.01@gmail.com <akash.puri.01@gmail.com>

Dear Akash,

Greetings from Infosys Ltd !

We request you to send us scanned copies of below your mark sheets to offer_documents@infosys.com on or before **July 06, 2019.**

1. Under graduate semester wise mark sheet.

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We wouldn't be able to take your candidature forward and extend an offer, if we don't receive these documents before the above mentioned date.

Please note **13101691** is your candidate ID and quote this in all your future correspondence.

Note:

- All these scanned copies to be in pdf / gif / Tiff formats only.
- Should mention your Infosys provided candidate ID in the subject line, for all your correspondence.
- Ensure that the total size does not exceed 8 MB including attachments, else send rest of docs in another email.

Regards,

Team Recruitment

Infosys Limited

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Offer Acceptance : Thanks for your response

1 message

India.Recruiting@accenture.com <India.Recruiting@accenture.com> Sat, Apr 13, 2019 at 4:12 PM
To: jotharman.kaur@gmail.com
Cc: notavailable@accenture.com

13-Apr-2019

Harmanjot Kaur
Candidate Id: C7908493
Unique Reference Number/Unique Id: 5dd5ae57-e694-42f6-ba58-e072135b851c_1

Dear **Harmanjot Kaur**,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

Please write to us at campus.queries@accenture.com for any queries.

Regards,
Campus Recruitment Team
Accenture in India.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.

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www.accenture.com

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Infosys

Dear Harpreet,

Thank you for your interest in Infosys! Please find below your login details:

User Name	
Password	

Web site for India:
https://careers.infosys.com/CareerSite/Aspx/Profile/Landing.aspx?CountryCode=IN&type=Login

Web site for China:
https://careers.infosys.com/CareerSite/Aspx/Profile/Landing.aspx?CountryCode=CH&type=Login

Web site for iBPM:
https://careers.infosys.com/CareerSite/Aspx/Profile/Landing.aspx?CountryCode=IB&type=Login

Regards,
Talent Acquisition
Infosys Limited

pdfelement

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Conjoinix
An ISO 9001:2015 Company

Conjoinix Total Solutions Private Limited
SCO 91-92-93, Level – III, Sector 34-A
Chandigarh – 160022 UT (INDIA)
Phone : +91-172-6601177

Email : contact@conjoinix.com Website : www.conjoinix.com

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Ref No : CTS/HR/LOI(P)/2018-19/1127

Date: 01/11/2018

LETTER OF INTENT FOR PLACEMENT
(PROVISIONAL)

With reference to your Application, based on your Interview & your commitment to join the company on the accepted terms, this Letter of Intent is issued by Conjoinix Total Solutions Pvt Ltd, Chandigarh to **Mr. Jaskeerat Singh**, Address ***#35, Sec-5, Guru Gian Vihar, Jawaddi, Ludhiana (PB)*** as per below given terms and conditions :-

Terms and Conditions :

1. We accept your candidature of employment in Conjoinix on successful completion of your Up skilling and Grooming programme.
2. You are required to attend the Up skilling and Grooming Programme for period as defined by the company i.e. 6 months.
3. On successful clearing of the Up skilling and Grooming Programme and successful completion of your ongoing Graduation / Post-Graduation, if any, the company will issue the employment letter with immediate date of joining or as mutually agreed. You will be on probation for a period of 6 months on joining the company.
4. Based on your skills, capabilities and company's requirement the company can deploy you at different locations across the country or abroad.
5. Your starting Salary will be based on your performance in the Up skilling and Grooming Programme and the Scale of the location you are placed. It will be equal to or higher than the starting salary of the respective scale.
6. You will deposit self certified copies of your Pan Card, Aadhar card, Driving license, high school certificate, Twelfth class Certificate, Graduation certificate, Diploma Certificate and Refundable Security deposit of Rs 60,000/- by 21st Nov 2018 for your candidature for Up skilling and Grooming Programme and employment to stand. On deposit of above the letter of Intent will be issued to you.
7. Your Up skilling and Grooming programme will start in first week of Jan 2019 or as intimated to you by the company.

Best wishes and regards,

For Conjoinix Total Solutions Pvt Ltd.

Chandigarh

(Authorised Signatory)

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Listed amongst
SMALL BUSINESS OF THE YEAR

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Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai - 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Date: May 02, 2019

Ref No: HR/Campus/LO2019PJQ422/1

Jaskeerat Singh
Guru Nanak Dev Engineering College

Letter of Intent ("LOI")

With reference to your interview conducted by us at **Qspiders Chandigarh,** we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** 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 **Qspiders Bangalore**, within a duration of **3 Months** from **19th June 2019,** for award of the **DotNet Fullstack** subject to the minimum passing percentage/grade/rank/class as determined by Capgemini and clearance of background verification. **(Refer Annexure 2)**

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.

pdfelement

2nd Floor, Above Yes Bank, Plot No B 15-91, Main G.T Road, Miller Ganj, Ludhiana, Punjab 141003

Remove Watermark Now

Contact Person : Ms. Aarveen@ 9041069931

Documents Required for Joining:

You are required to carry the following documents (mandatory) at the time of joining:

1. Copy of your education proofs (From Xth till highest degree)
2. Copy of appointment letter of previous employers (if applicable)
3. Copy of relieving letter of previous employers/Last employer (if applicable)
4. Latest Appraisal Letter/Revised Compensation Letter of last employer (If applicable)
5. Last 3 months salary slips (Preferred)/6 months Bank Statement
6. Copy of Aadhar Card
7. Copy of PAN Card
8. Two passport size photographs

All documents (hard copy) should be submitted in a **punched file** if not submitted at the time of offer.

You are required to confirm your joining as per the details above post the acceptance of the offer.

Please Note:-

1. This is a Private and a Confidential document. Kindly refrain from sharing the details of the said document/details.
2. The release of the final appointment letter will depend upon your successful joining & will be issued to you on your date of joining.
3. Place of posting will be Ludhiana

pdfelement

Wishing you a great and a successful career ahead…

In case of any query, please contact Ms. Aarveen@ 9041069931

Wishing you a very successful day ahead,

With Best Regards,
Diksha Garg - Assistant Team leader (ATL)
OM CAREERS- on mission "Bigger Us is Better Us -2019"
2nd Floor , Above Yes Bank ,
Plot No B 15-91,Main G.T Road, Miller Ganj,
Ludhiana, Punjab 141003,
Mobile- | +919041004643|

Ashu Sehgal <asehgal048@gmail.com> Wed, May 29, 2019 at 9:25 PM
To: arshsingh1289@gmail.com

[Quoted text hidden]

Remove Watermark Now



Strictly Private and Confidential

16-Apr-2019

Jaskirat Singh
HOUSE NO. 708, ST NO. 3, KAILASH NAGAR, SHERPUR ROAD, LUDHIANA
7087064919

Dear Jaskirat,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 4d0c12d1-3166-4223-bf37-203bba9dda5a_1
Signed By: Mohan Sekhar

Accenture

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Offer Acceptance : Thanks for your response

1 message

India.Recruiting@accenture.com <India.Recruiting@accenture.com> Mon, Apr 29, 2019 at 11:25 AM
To: gurpreetk1297@gmail.com
Cc: notavailable@accenture.com

29-Apr-2019

Gurpreet Kaur
Candidate Id: C7918919
Unique Reference Number/Unique Id: bea10cdf-bbd6-4863-bb3e-7cd41be2bd4a_1

Dear **Gurpreet Kaur**,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

Please write to us at campus.queries@accenture.com for any queries.

Regards,
Campus Recruitment Team
Accenture in India.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at https://www.accenture.com/us-en/privacy-policy.

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Wipro

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Fwd: Letter of Intent from Wipro- Gurpreet Kaur - Ref. No.: 8506005

1 message

Gurpreet Kaur <gurpreetk1297@gmail.com>
To: tpo@gndec.ac.in

Sat, Jan 12, 2019 at 10:41 AM

---------- Forwarded message ---------
From: <careers@wipro.com>
Date: Sat, Jan 12, 2019, 7:06 AM
Subject: Letter of Intent - Gurpreet Kaur - Ref. No.: 8506005
To: <gurpreetk1297@gmail.com>
Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

January 12, 2019

Dear Gurpreet Kaur,

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 TRB-II 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	11,667
HRA	5,834
Bonus	2,333
Wipro Benefits Plan(WBP)	5,254
Total Fixed Cash	**25,088**
PF (Employer Contribution)	1,400
Gratuity	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

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
Sunil Kalachar
General Manager - Global Campus Head

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IDEA LTE 3:38 PM 21%
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Infosys Lex platform for Campus Recruits

25 October 2018 at 12:01 PM

Found in All Mail Mailbox

boxbe Varadharaj V (TA_Vardha@infosys.com) is not on you
Guest List | Approve sender | Approve domain



Dear Kanishka Sharma,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills**. Through **Lex**, you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** [redacted]
- **Password:** [redacted]

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)
AVP - Talent Acquisition
Infosys Limited

Stay Connected

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From: <India.Recruiting@accenture.com>
India.Recruiting@accenture.com
Subject: Offer Acceptance : Thanks for your response
Date: 10-Jun-2019 at 7:02:06 PM
To: <kanishkasharma137@gmail.com>
kanishkasharma137@gmail.com
Cc: <notavailable@accenture.com> notavailable@acc

10-Jun-2019

Kanishka Sharma
Candidate Id: C7957418
Unique Reference Number/Unique Id: de52690e-c1e5-4ad4-a7cf-d8778f3896e8_1

Dear **Kanishka Sharma**,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

Please write to us at campus.queries@accenture.com for any queries.

Regards,
Campus Recruitment Team
Accenture in India.

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Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by th party when required. Your information shall be held only as long as necessary to achieve the purpose for which i collected. The use and transfer of your information will strictly in accordance with the applicable data privacy l and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privac

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Gmail

Kanwardeep Singh <kanwar2310@gmail.com>

Introducing InfyTQ: A Learning and Engagement Platform for You!

Infosys <TA_Vardha@infosys.com>
Reply-To: Infosys <TA_Vardha@infosys.com>
To: kanwar2310@gmail.com

Wed, Feb 20, 2019 at 2:00 PM

If you are having trouble reading this email, read the online version.



Dear Kanwardeep,

It is our pleasure to introduce **InfyTQ**, by Infosys, a next-generation learning and engagement platform for engineering students in India, geared to help you increase your 'talent and technology quotient' and be industry-ready.

A pioneer in transforming fresh campus recruits into quality software professionals through its world-renowned training program, Infosys has developed InfyTQ for you to engage closely with the company while learning technologies that are relevant for you today and in the future.

With InfyTQ, you can benefit from the always-on, anytime-anywhere learning, catered through a continuous transfer of digital skills and expertise from the Infosys innovation ecosystem. Here's our press note with more details.

InfyTQ offers:

Document

- Opportunity to learn and become industry-ready the Infosys way
- Growth stories and journey of your alumni at Infosys
- An inside view of all that is trending at Infosys
- A contest arena for you to have fun and win prizes.

If you are using our erstwhile MyInfy app, please upgrade the app from Google Play Store or uninstall the app and install the new InfyTQ app. To log in, please use your existing Lex Campus Connect username and password. If you have any trouble logging onto InfyTQ, please write to us at infytq@infosys.com.

Download the InfyTQ app from Google Play Store or visit the website to experience the platform and be the best of you with the best of who we are.

We would be happy to hear from you. Do write to us to share your feedback on InfyTQ.

Look forward to have you onboard.

Thanks and best regards,

Varadharaj V.
Vice President - Talent Acquisition
Infosys Limited

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Gmail

Kanwardeep Singh <kanwar2310@gmail.com>

Fwd: Introducing InfyTQ: A Learning and Engagement Platform for You!

Mannoor Dhingra <mannoordhingra@gmail.com>
To: Kanwardeep Singh <kanwar2310@gmail.com>

Mon, Jun 24, 2019 at 11:57 AM

Mannoor Kaur Dhingra

---------- Forwarded message ---------
From: Infosys <TA_Vardha@infosys.com>
Date: Wed, Feb 20, 2019, 2:01 PM
Subject: Introducing InfyTQ: A Learning and Engagement Platform for You!
To: <mannoordhingra@gmail.com>

If you are having trouble reading this email, read the online version.



Dear Mannoor,

It is our pleasure to introduce **InfyTQ**, by Infosys, a next-generation learning and engagement platform for engineering students in India, geared to help you increase your 'talent and technology quotient' and be industry-ready.

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A pioneer in transforming fresh campus recruits into quality software professionals through its world-renowned training program, Infosys has developed InfyTQ for you to engage closely with the company while learning technologies that are relevant for you today and in the future.

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- Opportunity to learn and become industry-ready the Infosys way
- Growth stories and journey of your alumni at Infosys
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If you are using our erstwhile MyInfy app, please upgrade the app from Google Play Store or uninstall the app and install the new InfyTQ app. To log in, please use your existing Lex Campus Connect username and password. If you have any trouble logging onto InfyTQ, please write to us at infytq@infosys.com.

Download the InfyTQ app from Google Play Store or visit the website to experience the platform and be the best of you with the best of who we are.

We would be happy to hear from you. Do write to us to share your feedback on InfyTQ.

Look forward to have you onboard.

Thanks and best regards,

Varadharaj V.
Vice President - Talent Acquisition
Infosys Limited

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Gmail

Kanwardeep Singh <kanwar2310@gmail.com>

Fwd: Introducing InfyTQ: A Learning and Engagement Platform for You!

kashish gupta <kashishgup100@gmail.com>
To: kanwar2310@gmail.com

Mon, Jun 24, 2019 at 11:59 AM

---------- Forwarded message ---------
From: Infosys <TA_Vardha@infosys.com>
Date: Wed, 20 Feb, 2019, 14:01
Subject: Introducing InfyTQ: A Learning and Engagement Platform for You!
To: <kashishgup100@gmail.com>

If you are having trouble reading this email, read the online version.



Dear Kashish,

It is our pleasure to introduce **InfyTQ**, by Infosys, a next-generation learning and engagement platform for engineering students in India, geared to help you increase your 'talent and technology quotient' and be industry-ready.

A pioneer in transforming fresh campus recruits into quality software professionals through its world-renowned training program, Infosys has developed InfyTQ for you to engage closely with the company while learning technologies that are relevant for you today and in the future.

offlement

With InfyTQ, you can benefit from the always-on, anytime-anywhere learning, catered through a continuous transfer of digital skills and expertise from the Infosys innovation ecosystem. Here's our press note with more details.

InfyTQ offers:

- Opportunity to learn and become industry-ready the Infosys way
- Growth stories and journey of your alumni at Infosys
- An inside view of all that is trending at Infosys
- A contest arena for you to have fun and win prizes.

If you are using our erstwhile MyInfy app, please upgrade the app from Google Play Store or uninstall the app and install the new InfyTQ app. To log in, please use your existing Lex Campus Connect username and password. If you have any trouble logging onto InfyTQ, please write to us at infytq@infosys.com.

Download the InfyTQ app from Google Play Store or visit the website to experience the platform and be the best of you with the best of who we are.

We would be happy to hear from you. Do write to us to share your feedback on InfyTQ.

Look forward to have you onboard.

Thanks and best regards,

Varadharaj V.
Vice President - Talent Acquisition
Infosys Limited

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18-Apr-2019

Amit Kumar Singh
S/o Ajit Kumar Singh, C/o Anjani Kumar Singh, Janki Bhawan, Nagpur, Rarsa, Ballia,UP, 221712
9888703055

Dear Amit,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 79dfdf5c-d306-4ab3-b976-4cc1404c4563_1
Signed By: Mohan Sekhar

Remove Watermark Now



Strictly Private and Confidential

16-Apr-2019

Mandeep Kaur
3812/11D Pritam Nagar, Model Town, Ludhiana
9803265349

Dear Mandeep,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are referated as under:

Mandeep Kaur

Reference Id: 9851455e-0bf5-4d9c-8a1f-c32bdd4b80b7_1
Signed By: Mohan Sekhar

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Conjoinix
An ISO 9001:2015 Company

Conjoinix Total Solutions Private Limited
SCO 91-92-93, Level – III, Sector 34-A
Chandigarh – 160022 UT (INDIA)
Phone : +91-172-5001177

Email : contact@conjoinix.com Website : www.conjoinix.com

Ref No : CTS/HR/LOI(P)/2018-19/1126

Date: 01/11/2018

LETTER OF INTENT FOR PLACEMENT
(PROVISIONAL)

With reference to your Application, based on your Interview & your commitment to join the company on the accepted terms, this Letter of Intent is issued by Conjoinix Total Solutions Pvt Ltd, Chandigarh to **Mr. Jaskaran Singh**, Address ***#44, Maya Nagar, Civil Lines, Ludhiana (PB)*** as per below given terms and conditions :-

Terms and Conditions :

1. We accept your candidature of employment in Conjoinix on successful completion of your Up skilling and Grooming programme.
2. You are required to attend the Up skilling and Grooming Programme for period as defined by the company i.e. 6 months.
3. On successful clearing of the Up skilling and Grooming Programme and successful completion of your ongoing Graduation / Post-Graduation, if any, the company will issue the employment letter with immediate date of joining or as mutually agreed. You will be on probation for a period of 6 months on joining the company.
4. Based on your skills, capabilities and company's requirement the company can deploy you at different locations across the country or abroad.
5. Your starting Salary will be based on your performance in the Up skilling and Grooming Programme and the Scale of the location you are placed. It will be equal to or higher than the starting salary of the respective scale.
6. You will deposit self certified copies of your Pan Card, Aadhar card, Driving license, high school certificate, Twelfth class Certificate, Graduation certificate, Diploma Certificate and Refundable Security deposit of Rs 60,000/- by 21st Nov 2018 for your candidature for Up skilling and Grooming Programme and employment to stand. On deposit of above the letter of Intent will be issued to you.
7. Your Up skilling and Grooming programme will start in first week of Jan 2019 or as intimated to you by the company.

Best wishes and regards,

For Conjoinix Total Solutions Pvt Ltd.

Authorised Signatory

pdfelement

Listed amongst
SMALL BUSINESS OF THE YEAR 2011

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Accenture Solutions Private Limited

Letter of Authorization

To whom it may concern

I agree to provide copies of mark sheets and relevant certificates. I understand that employment with Accenture is governed by Accenture Employment Policies as applicable, including satisfactory information from a background check and reference check.

I hereby certify all of the statements made on the Accenture Solutions Private Limited Employment Application Form are true and complete and I understand that omission or misrepresentation of any fact may result in refusal of employment or immediate dismissal.

*I hereby declare and affirm that:

- I am not an undischarged insolvent and that I have never applied to any court of law to be adjudicated as an insolvent.
- No criminal charges have ever been framed against me by any court of law.
- I have not been convicted by any court for any offence involving moral turpitude.
- I have not been involved or been party to any financial or economic crimes in any manner whatsoever.
- I have never been involved or been party to any terrorist activities.

I agree and understand that, if at any time hereinafter, any or all of the above statements are found to be false / untrue, the company shall, without prejudice to its other rights, shall have the right to forthwith terminate my services and also initiate appropriate legal proceedings against me. I further agree and understand in the event of such termination, I shall not be entitled to any compensation or benefits whatsoever.

I hereby authorize Accenture Solutions Private Limited and its representative to verify information provided in my resume and application of employment, and to conduct enquiries as may be necessary, at the company's discretion. **I authorize Accenture Solutions Private Limited and its representative to initiate the necessary enquiries/checks with immediate effect; barring my current employment.** Verification of my current employment can be initiated on or after the date of joining. I also authorize Accenture Solutions Private Limited and its representative to initiate reference checks with the references provided by me with immediate effect.

I authorize all persons who may have information relevant to this enquiry to disclose it to Accenture Solutions Private Limited or its representative. I release all persons from liability on account of such disclosure.

Signature : Abhinav Anand

Full Name in Capitals: ABHINAV ANAND

Date of Signature : 14.2.2018

Note Instruction:

Kindly do not paste Digital Signatures. Please print this page and sign it. Mention your Name & Date, scan the form and upload OR share it with the recruitment Point Of Contact.

Effective from 30th September, 2017 *EAF Version 6.3*

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Infosys
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HRD/FINALSEMTRG/2018/12656067

December 27, 2018

Shubham Sinha.

Guru Nanak Dev Engineering College.

Dear Shubham,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____ between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **January 28, 2019**
2. Duration of the program : **16 Weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by designated Infosys personnel) and back to your university upon completion of the Program. Additionally, should you be required to travel between the Infosys offices located in different cities as part of your project, Infosys shall bear the cost of such travel. Your entitlements shall be communicated to you at that time.

pdfelement

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by the Company at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with Infosys policies.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2018.12.27 15:32:03 +05:30
Reason: Internship Offer Letter
Location: Bangalore

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Strictly Private and Confidential

23-Apr-2019

Shubham Sinha
q.no.529/B, south colony, gomoh, dhanbad
8603821774

Dear Shubham,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 4d1c60c5-77ec-4a75-826e-4898f10babd0_1
Signed By: Mohan Sekhar

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TATA

Offer: Computer Consultancy
Ref: TCSL/CT20161903832/Delhi
Date: 08/10/2018

Mr. Shubham Sinha
H.No.2654, , Guru Nanak Colony-BStreet No.3,
Gne College,
Ludhiana-141006,
Punjab.
Tel# 91-8054428014

Dear Shubham Sinha,

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.

pdfelement

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Gmail NEHA MISHRA <neha79091@gmail.com>

Accenture Task Notification

2 messages

donotreply.indiacampus <donotreply@indiacampus.accenture.com> Fri, Dec 14, 2018 at 4:37 PM
To: neha79091@gmail.com



parliament

ACCENTURE TASK NOTIFICATION

Dear Neha Mishra,

Thank you for your interest in pursuing a career with Accenture.

We are reaching out to you as one or multiple tasks have been assigned to you. Please login to your account and take the necessary action.

For any queries or assistance, please use the helpdesk menu.

We appreciate your time and support!

Note: Use Firefox or Chrome for the best experience.

Regards

Campus Recruitment team

Accenture in India

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>LEARN MORE ABOUT ACCENTURE CAREERS >VISIT OUR BLOG

Privacy statement | Cookies | Unsubscribe | Contact Us | Visit accenture.com

Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to https://businessethicsline.com/accenture/.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at privacy policy and Recruiting and Hiring Statement. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct erase, object to processing, restrict to processing or withdraw your personal information anytime and seek a copy of the personal information.

This is a promotional message from Accenture that may contain research, analysis or marketing information. If you would prefer not to receive future email communications, please Unsubscribe here. By opening or clicking on links in our emails you agree to our use of cookies, web beacons and similar technology. Access to your information and correction may be made by using the Contact Us link above or writing to the address below.

© All Rights Reserved. | Accenture, Digital Marketing, Accenture Solutions Pvt Ltd, IBC Knowledge Park, No.4/1, Bannerghatta Main Road, Bangalore - 560029. Please see also all global Accenture Corporate Entities List for Accenture's global entities.

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donotreply.indiacampus <donotreply@indiacampus.accenture.com> Fri, Dec 14, 2018 at 4:39 PM
To: neha79091@gmail.com

[Quoted text hidden]

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HRD/FINALSEMTRG/2018/12656069

January 18, 2019

Harshita Sharma.

Guru Nanak Dev Engineering College.

Dear Harshita,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____ between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **January 28, 2019**
2. Duration of the program : **16 Weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by designated Infosys personnel) and back to your university upon completion of the Program. Additionally, should you be required to travel between the Infosys offices located in different cities as part of your project, Infosys shall bear the cost of such travel. Your entitlements shall be communicated to you at that time.

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A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by the Company at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with Infosys policies.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2019.01.18 18:11:00 +05:30
Reason: Internship Offer Letter
Location: Bangalore

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Infosys
Navigate your next

Please note that the Training Agreement may be terminated by Infosys as per Clause 6 of the said Agreement.

Please sign and carry duplicate copy of this letter and the attached undertaking at the time of joining indicating your acceptance of these terms. You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,

RICHARD LOBO

EVP - Head HR

pdfelement

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7st December, 2018

To,
Ms. Harshita Sharma,
Tel No.7888944778

Dear Harshita,

This has reference to the interview and discussions you had with us. We are pleased to appoint you as "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you would be re-designated as "Career Development Officer".

Find below your compensation details.

		(Amount in Rupees.)		
		Per Month		**Per Annum**
Basic Salary	:	21,500		2,58,000
House Rent Allowance	:	1,400		16,800
Additional HRA	:	3,000		36,000
Transport Allowance	:	1,600		19,200
Telephone Allowance	:	500		6,000
Daily Travel Reimbursement (Only for the days of field work @ Rs.150/-)	:	3,000		36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	10,000		1,20,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,000		24,000
Total Rs: Five Lakh Sixteen Thousand Only pa.	**:**	**43,000**		**5,16,000**

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Regards,
Jaro Education

Sushant Mallya
Sr.Manager – Human Resource

I agree to the above and attached terms & conditions _____Dated_____

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21-Mar-2019

Harsimran Kaur Makkar
177-B, NEW SHALIMAR PARK, BHAI HIMMAT SINGH NAGAR, DUGRI, LUDHIANA, PUNJAB
9779799839

Dear Harsimran,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate
Career Level - Career level - 12
Talent Segment - Software Engineering

pdfelement

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: d9a96d2c-6ac5-4f1b-8141-a74b0eb74117_1
Signed By: Mohan Sekhar

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- Under the program, the nine learning modules hosted on a technology platform will prepare you to be code ready.
- Post onboarding/joining Accenture, and after the Induction you will need to go through the Technology fundamental assessment based on thepre onboarding online learning program that will be provided to you.
- On successful clearance of the program assessment in the first attempt along with the online Training completion of the program module, you will be eligible for a learning Incentive of INR 10,000.
- In case you fail in the first attempt you will not be eligible for any learning incentive.
- To clear assessments for the program, you are required to score minimum 60% marks in each assessment test for the program. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- During each reattempt, reasonable help and guidance will be provided to you to clear the assessment.
- Your employment with Accenture is subject to your successful completion of the assessment of the program, as mentioned above.

After you have cleared the Pre-Joiner Program; you will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If you are unable to complete the Accenture specific training program in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

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

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above 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.

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To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

After accepting this Offer, we encourage you visit Countdown to the Company-
http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.
This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history – as well as tips on how to develop yourself (and your career) in the future.
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

pdfelement

Yours sincerely,

Mohan Sekhar

Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

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ANNEXURE - I

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	314,225
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	26,709
Maximum Annual Total earning potential (A+B)	340,934

(C) Joining Bonus	
Joining Bonus (Refer to section C)	25,000

(D) Additional Benefits	
Gratuity as per law[#]	5,290
Insurance Premium (notional value)	3,776

Total Cash Compensation + Total Additional Benefits (A+B+C+D)	375,000

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

pdfelement

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- **Joining Bonus**- of **INR 25,000** payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

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- **Additional Bonus-** of **INR 25,000** payable in the subsequent compensation revision cycle subject to, you complete 1 year of service with the company and payable as per company process, provided you are in the employment of the company at the time of pay-out and have not been subjected to any disciplinary proceedings/non-performance related issue. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of pay-out, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

pdfelement

Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parents in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        - 10% of such claims for self, spouse and 2 dependent children
        - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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In addition to the above, you will also be eligible for the following benefits:

1. #Gratuity amount shown above is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

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

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

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ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

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Dear Navdeep Singh Chahal,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

pdfelement

Fwd: Infosys Lex platform for Campus Recruits

From: kashish Arora (kashisharora1000@gmail.com)

To: Avarinder@yahoo.com

Date: Tuesday, June 18, 2019, 11:12 AM GMT+5:30

Remove Watermark Now

---------- Forwarded message ----------
From: **Varadharaj V** <TA_Vardhar@infosys.com>
Date: Thu, Oct 25, 2018, 12:03 PM
Subject: Infosys Lex platform for Campus Recruits
To: kashisharora1000@gmail.com <kashisharora1000@gmail.com>

Dear Kashish Arora,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

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If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

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Fwd: Employee Information Form - Just Dial Ltd

From: kashish Arora (kashisharora1000@gmail.com)

To: Avarinder@yahoo.com

Date: Wednesday, June 19, 2019, 11:59 AM GMT+5:30

---------- Forwarded message ---------
From: **Just Dial** <hrchandigarh@justdial.com>
Date: Wed, Jan 30, 2019, 6:21 PM
Subject: Employee Information Form - Just Dial Ltd
To: <Kashisharora1000@gmail.com>

Dear Kashish Arora,

Congratulations on your selection with Just Dial!!!
Please find below the link to view and download soft copy of your offer letter.

Offer letter Link : http://accounts.justdial.com/hire_services/hire/offer?id=5c519da8dd423

We Would request you to review the offer letter and send your acceptance at the earliest possible.

Once you accept the offer, please finish you pre-joining formalities immediately by clicking on the following link.

Note: Before clicking on the joining link please ensure to have the attached list of mandatory documents soft copies saved on your desktop for completing the formalities without any hassles.

Joining Formalities Link : http ://accounts.justdial.com/hire_services/hire/join?id=5c519da8dd423

(If clicking the above links doesn't seem to work you can copy and paste the link into your web browser address window or manually type it there.)

We are pleased that you will shortly be working with us and it is our hope that you will have a long and fruitful career with us.

Regards
HR Team-Chandigarh

pdfelement

Candidate_Check_List.pdf
253.1kB

Remove Watermark Now

Fwd: Employee Information Form - Just Dial Ltd

From: kashish Arora (kashisharora1000@gmail.com)

To: Avarinder@yahoo.com

Date: Wednesday, June 19, 2019, 11:59 AM GMT+5:30

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From: **Just Dial** <hrchandigarh@justdial.com>
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(If clicking the above links doesn't seem to work you can copy and paste the link into your web browser address window or manually type it there.)

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Regards
HR Team-Chandigarh

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CANDIDATE CHECKLIST

Justdial

Note:

- Please bring both originals and a photocopy of each of the documents listed below.
- Originals to be shown for verification.
- Photocopies to be submitted for HR records.
- All original certificates or documents MUST be authentic & genuine.
- Submission of fake certificates / documents will result in instant dismissal.

LIST OF DOCUMENTS TO BE SUBMITTED

a. **IDENTITY PROOF – Mandatory**	(Bring originals and discuss with HR)
• Aadhar Card • PAN Card	
b. **IDENTITY PROOF – Optional**	(Bring originals and discuss with HR)
• Voter ID • Passport • Driving License	
c. **EDUCATIONAL CERTIFICATES**	(Bring originals and discuss with HR)
• Under Graduate • Graduate • Post Graduate • Professional Degree / Diploma	
d. **ADDRESS PROOF**	(Bring originals and discuss with HR)
• Current or Permanent Address Proof • Rental Agreement / Aadhar / Telephone Bill	
e. **FITNESS CERTIFICATE**	(For Field Staff's only)
• Medical Fitness Certificate from a Registered Medical Practitioner.	
f. **PREVIOUS EXPERIENCE DOCUMENTS**	
• Relieving Letter / Experience Certificate from the previous employer. • ESIC No. • UAN No. • PF No.	
g. **INSTRUCTIONS**	

- We are also sending a **Joining Link** to your personal mail ID which you need to click or copy paste in a new browser and Fill the details and Submit immediately. In case you find any difficulty in submitting the form online or if you may have any other query reply **back to the same mail id** from where you have received the joining link.
- **Acceptance of offer letter & submission of Online joining form is mandatory**, failing which your joining might get delayed or cancelled.
- **Please bring 4 Passport Size photographs**
- It is mandate for experienced candidates to submit the Relieving/Experience letter from previous employer. Failure to do so Date of Joining might be postponed/cancelled.

  Gadget Model : VIVO V11 Pro Smart phone
- **This is applicable only for those employees who are joining us as Business Development /Certified Internet Consultant profile**



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HRD/FINALSEMTRG/2018/12656068

December 27, 2018

Sukhdeep Singh.

Guru Nanak Dev Engineering College.

Dear Sukhdeep,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **January 28, 2019**
2. Duration of the program : **16 Weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by designated Infosys personnel) and back to your university upon completion of the Program. Additionally, should you be required to travel between the Infosys offices located in different cities as part of your project, Infosys shall bear the cost of such travel. Your entitlements shall be communicated to you at that time.

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A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by the Company at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with Infosys policies.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2018.12.27 15:32:04 +05:30
Reason: Internship Offer Letter
Location: Bangalore

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Please note that the Training Agreement may be terminated by Infosys as per Clause 6 of the said Agreement.

Please sign and carry duplicate copy of this letter and the attached undertaking at the time of joining indicating your acceptance of these terms. You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,



RICHARD LOBO

EVP - Head HR

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Dear Sukhdeep,

We would like to ensure that you are updated on a few things in order that your assignment with Infosys is productive and enjoyable.

You will be required to report at the following address:

Infosys Limited

Offshore Development Centre

Hebbal Electronics City, Hootagalli,

Mysore - 571186, INDIA

You are expected to arrive at our Mysore campus a day before your joining date and accommodation will be provided from then on. Please note that accommodation will be provided only for you from a day before your joining date. In case any of your family members accompany you then they will have to arrange for their accommodation outside the campus at their own expense.

You will be given an access card for the duration of your Program in order that your movements within the premises are not curtailed. You are expected to carry it at all times.

You are required to work from Monday through Saturday as per the regular working hours of Infosys which will be communicated to you at the time of joining.

At the end of the Program, you will be required to make a presentation on your project and hand over a copy of your project report to your Project Mentor.

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Infosys Dress Code

1) For Gentlemen:

Mondays and Tuesdays:

You are expected to dress in business formals, i.e., a full-sleeved shirt, formal trousers, formal shoes and a tie.

Note: Do not remove the tie once you enter the campus.

Wednesdays and Thursdays:

You may opt to wear a full / half-sleeved formal shirt, but formal trousers and formal shoes (brown, black or tan) are a must.

Fridays and Saturdays:

You may opt to wear jeans, a t-shirt, and sports shoes. However shorts, slippers, sandals / slippers are not considered appropriate on all working days.

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2) For Ladies:

Monday to Thursday:

You are expected to dress in western business formals, saree or salwar / churidar-kameez.

Fridays and Saturdays:

You may opt to wear jeans and a t-shirt. However shorts, slippers, sandals / slippers are not considered appropriate on all working days.

UNDERTAKING

I, _____, do hereby agree to abide by the policies, rules and regulations governing employees of Infosys in their conduct and those specified in the Standing Orders. I acknowledge and agree that Infosys has no liability and responsibility for all acts or omissions by me that are in violation of any law, guideline, rule or regulation during the period of the Program.

Signature :

Name :

Date :

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TRAINING AGREEMENT

This Agreement is made as of _____(the "Effective Date") between Infosys Limited, a corporation organized and existing under the laws of India and having its primary place of business at 44 Electronics City, Hosur Road, Bangalore 560 100, India and its Affiliates ("Infosys" hereafter) represented by

AND

_____ ("Trainee" hereafter), Son/Daughter of _____, and a permanent resident of _____

_____

WHEREAS Infosys is a reputed Indian company operating globally and engaged in the business of development of solutions for Information Technologies & the Information Technologies Enabled Services sector; and

WHEREAS the Trainee is desirous of completing his/her Project at the designated Infosys Campus and receiving formal, effective, technical and practical training from Infosys enabling him/her to independently function as a competent professional of the Information Technology sector ("**Program**" hereafter) after completing his/her graduation course and thereby becoming commercially viable to any organization that he/she wishes to join by meeting the business needs, parameters, standards and efficiency levels required by the organization.

WHEREAS the Trainee is aware that the Program would comprise of courses, modules, prescribed programs by Infosys which involves the expenditure of substantial sums of money by Infosys in the form of substantial costs, expenses, man hours spent in imparting the training ("Fees" hereafter); and

NOW THEREFORE, for and in consideration of the mutual agreements and covenants hereafter set forth, the parties hereto agree as follows:

1. DEFINITIONS:

1.1 "Affiliate" of Infosys shall mean a person or entity directly or indirectly controlling, controlled by, or under common control with Infosys. "Control" for the purposes of this clause shall mean with respect to any person or entity, the right to exercise or cause the exercise of at least fifty per cent (50%) or more of the voting rights in such person or entity.

1.2 "Agreement" shall mean this agreement between Infosys and the Trainee.

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1.3 "College Authorities" shall mean and include the principal and/or registrar and/or any other designated personnel of _____ who are authorized to issue permission(s) to the Trainee to participate in the Program.

1.4 "Confidential Information" shall include, but is not limited to (i) all forms of information provided to the Trainee as per the prescribed module or otherwise, during the Program; and (ii) includes trade secrets or other information relating to the affairs, finances, business practices, clients, connections or business plans of the Infosys to which the Trainee gains access in the duration of the Program, but does not include information or knowledge which has come into the public domain.

1.5 "Date of Joining Confirmation Letter" shall mean the letter issued by Infosys after the Offer Letter informing the Trainee of the details of his/her joining Infosys as an employee.

1.6 "Employee Handbook" shall mean the employee handbook applicable to all employees of Infosys during the entire tenure of their employment.

1.7 "Fees" shall include the meaning ascribed to it in Clause 3.1.

1.8 "Misconduct" shall, for the purpose of this Agreement, would have the same meaning ascribed to it in the Standing Orders of Infosys.

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1.9 "Infosys Campus" shall mean any development centre and/or office premises Infosys.

1.10 "Offer Letter" shall mean the letter given to the Trainee providing him/her with an offer to join Infosys after the successful completion of the Program as a full-time employee in the capacity of a systems engineer, subject to terms and conditions contained in the offer letter.

1.11 "Project" shall mean the mandatory final semester college project work as part of his/her curriculum in his/her college.

1.12 "Program" shall include the meaning ascribed to it in Clause 2.

1.13 "Standing Orders" shall mean the Standing Orders issued by Infosys (applicable to all its employees) in accordance with Section 7 of the Industrial Employment (Standing Orders) Act 1946.

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2. PROGRAM:

2.1 The Program would commence from **January 28, 2019**

2.2 The Program would be conducted at any designated Infosys Campus, and such information shall be provided to you separately by authorized Infosys personnel.

2.3 The Program would comprise of a technical project(s) where the Trainee would be allocated to a team mentored by project managers and programmer analysts of Infosys.

2.4 The Program may require the Trainee to work with the latest tools, technologies and frameworks used in and by Infosys and/or used in the Information Technology sector globally.

2.5 The Program may require the Trainee to undergo the entry level training program prevalent at any Infosys Campus.

2.6 The Program will require the Trainee to be assessed on his soft skills by relevant personnel designated by Infosys.

3. FEES

3.1 The Fees for the Program imparted to the Trainee would be an amount of INR 25,000/- (Rupees Twenty Five Thousand only).

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3.2 The Trainee agrees that he/she shall be liable to pay Infosys all costs and expenses incurred in or connected with training as stipulated in clause 3.1 of this Agreement, in the event of –

3.2.1 Not joining Infosys as an employee after an Offer of employment has been extended by Infosys to the Trainee; or

3.2.2 The Trainee has become ineligible for employment by Infosys due to non-fulfillment of the terms and conditions of the Offer Letter.

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4. INFOSYS' OBLIGATIONS

4.1 Infosys shall ensure that the Trainee is given every possible opportunity to complete his/her Project during the course of the Program.

4.2 For the above-mentioned completion of the Trainee's Project, Infosys shall allow the Trainee extensive use of the facilities which were ordinarily available to the Trainee during the Program.

4.3 Infosys shall provide for free accommodation within the designated Infosys Campus to the Trainee for the duration of the Program.

5. TRAINEE'S OBLIGATIONS

5.1 The Trainee, during the course of the Program, would have to follow all rules and regulations and all company policies that would normally be applicable to any other employee of Infosys.

5.2 The Trainee shall attend the full duration of the Program and shall be granted leave of absence at the sole discretion of Infosys.

5.3 The Trainee shall faithfully and diligently undergo and imbibe the Program strictly in a manner prescribed by Infosys.

5.4 The Trainee shall not commit any act(s) of misconduct, indiscipline, refusal to obey orders or any other act(s) which impedes the process of the Program.

5.5 The Trainee shall not disclose any Confidential Information to any party without the prior written approval of Infosys.

5.6 Notwithstanding any other provision of this Agreement, the Trainee shall be required to follow a 6 (six) day working week as part of the Program.

6. TERMINATION BY INFOSYS

6.1 Infosys has the right to terminate this Agreement at any point of time if the Trainee is found to commit an act of Misconduct.

6.2 Infosys has the right to terminate this Agreement with immediate effect at its own discretion without assigning any cause or reason thereof.

6.3 Infosys has the right to terminate this Agreement with immediate effect if the Trainee is found to disclose any Confidential Information to any party without its prior written approval to the same.

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6.4 Any intimation of termination of this Agreement by Infosys shall be in writing and shall be signed by a manager/officer of Infosys generally or specifically authorized in that behalf and shall be issued to the Trainee concerned.

7. TERMINATION BY TRAINEE

7.1 The Trainee has the right to terminate this Agreement if the Program does not commence by **January 28, 2019**.

8. CONSEQUENCES OF TERMINATION:

8.1 Upon termination of this Agreement by Infosys on any ground(s) as per Clauses 6.1 and 6.3 of this Agreement, the Trainee shall be obliged to:

8.1.1 Pay the Fees as per Clause 3.1 of this Agreement;

8.1.2 Return all tangible forms of Confidential Information to Infosys.

8.1.3 Leave the designated Infosys Campus with immediate effect.

8.2 Upon termination of this Agreement by Trainee as per Clause 7.1 of this Agreement, the Trainee shall be obliged to:

8.2.1 Return all tangible forms of Confidential Information to Infosys.

8.2.2 Leave the designated Infosys Campus with immediate effect, if the Trainee is already in Infosys Campus.

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9. REPRESENTATIONS AND WARRANTIES:

9.1 The Trainee fully understands the implications and obligations contained in this Agreement and have no objection(s) thereto.

9.2 The Trainee represents that he/she has acquired all relevant/requisite permission(s) from College Authorities in order to participate in this Program and that the College Authorities fully understand the implication(s) of this Agreement and have no objection(s) thereto.

9.3 The Trainee shall use his/her best endeavors to complete his/her Project and in the event of his/her not completing the Project, shall not hold Infosys liable thereto.

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10. GENERAL PROVISIONS

10.1 Non-Waiver and Amendment: No amendment, alteration, or modification, of this Agreement shall be binding unless made in writing and signed by both Infosys and Trainee. The failure of either Infosys or Trainee at any time or times to require performance of any provision hereof shall in no manner affect the right at a later time to enforce such provision.

10.2 Force Majeure: Neither party shall be liable to the other for any delay or failure to perform its obligations under this Agreement as a result of natural disasters, actions or decrees of governmental bodies, communication line failures not the fault of the affected party, or any other delay or failure which arises from causes beyond a party's reasonable control (hereafter referred to as a "Force Majeure Event"). If a Force Majeure Event arises, the party whose performance has been so affected shall immediately give notice to the other party and shall do everything reasonably possible to resume performance. Upon receipt of such notice, this Agreement shall be immediately suspended. If the period of nonperformance exceeds fifteen (15) days from the receipt of notice of the Force Majeure Event, the party whose ability to perform has not been so affected may by giving written notice, terminate this Agreement.

10.3 Assignment: Infosys shall have the sole right to assign or subcontract any of its rights or obligations under this Agreement. If any of its obligations under this Agreement are assigned or subcontracted, Infosys shall take reasonable steps to ensure that its assignee or subcontractor observe and enforce the confidentiality requirements of this Agreement. The Trainee shall not assign any of its rights or obligations under this Agreement. Any assignment in contravention of these terms and conditions shall be null and void.

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10.4 Severability: If a court or an arbitrator of competent jurisdiction holds any provision of this Agreement to be illegal, unenforceable, or invalid in whole or in part for any reason, the validity and enforceability of the remaining provision, or portions of them, will not be affected.

10.5 Governing Law: This Agreement, and any dispute arising from the relationship between the parties to this Agreement, shall be governed by laws of India.

10.6 Any rule of construction to the effect that ambiguities are to be resolved against the drafting party shall not apply in interpreting this Agreement.

10.7 For the avoidance of doubt, this Agreement shall be effective only when signed by both parties.

10.8 Counterparts: This Agreement may be executed in any number of counterparts, each of which shall be an original, but all of which together shall constitute one instrument.

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10.9 This Agreement, including any annexure attached hereto, sets forth the entire agreement and understanding of Infosys and the Trainee with respect to the subject matter hereof, and supersedes all prior oral and written agreements, understandings, representations, conditions and all other communications relating thereto.

10.10 Headings: The section headings used in this Agreement are intended for convenience only and shall not be used in interpreting this Agreement or in determining any of the rights or obligations of the parties to this Agreement.

Yours truly,

RICHARD LOBO
EVP - Head HR

Accepted:

_____

[Sukhdeep Singh]

Date:_____

pdfelement

Gmail

sukhdeep singh <sukh711997@gmail.com>

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Congrats! Offer From Accenture

2 messages

campus.offerletter@accenture.com <campus.offerletter@accenture.com> Fri, May 3, 2019 at 8:48 PM
To: sukh711997@gmail.com

03-May-2019

Sukhdeep Singh
CANDIDATE ID:C7957707
UNIQUE REFERENCE NUMBER/UNIQUE ID:836a04ec-b259-4323-b41a-d887e87c828c_1

Dear **Sukhdeep Singh**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter
- Click on this link https://india.jobs.accenture.com/default.aspx and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.

Request you to verify the details in the offer letter released on 05/03/2019 and inform your decision. By clicking on 'Accept Offer' or 'Reject Offer' within 14 days (fourteen days) from the receipt of the offer, post which the link will be disabled.

During the aforementioned period when the Accenture offer is under review/not yet accepted, Accenture reserves the right to revoke and rescind the offer by providing a reason in writing for such revocation or rescinding of the offer.

If you have any queries on the above process, please refer to the attached 'Job aid' document.

In case you have any other queries,please write to campus.queries@accenture.com.

Regards,
Campus Recruitment Team - Accenture India.

Accenture Disclaimer

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Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.
Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to https://businessethicsline.com/accenture/.

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This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law.

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www.accenture.com

Job aid.pdf
793K

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sukhdeep singh <sukh711997@gmail.com> Tue, Jun 18, 2019 at 3:26 PM
Draft To: jaspreetsinghtuli@gmail.com

[Quoted text hidden]

Job aid.pdf
793K

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Date: 18-10-2018

Sub: Offer letter

Dear **Bashu Sagar**,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Software Development Trainee'.**

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m.**

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You are requested to Submit the following to HR department along with the acceptance of Terms and Condition of Employment with Mechlin Technologies:

a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be

submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

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Sincerely,

Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: _____

Name : _____

Date: _____

Mechlin Software Technology Pvt. Ltd.

World Tech Tower, C-203, 8th Floor, Sector 74, Sahibzada Ajit Singh Nagar, Mohali - 140308 Tel: 0172 4038205 Email: hr@mechlintech.com

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NTT DATA Services

NTT DATA Information Processing Services Private Limited

(formerly known as Dell Business Process Solutions India Private Limited)

Noida - 201306, Uttar Pradesh, India

12 April 2019

Arshdeep Singh Chopra
Guru Nanak Dev Engineering College

Dear Arsdeep Singh Chopra,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Services IT Development Program Senior Associate I with NTT DATA Information Processing Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as trainee comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/-per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a Services IT Development Program Senior Associate I in Grade 4 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs.300,000/-during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India)and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka.This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
For NTT DATA INFORMATION PROCESSING SERVICES PRIVATE LIMITED

SRINIVASULU BR
VICE PRESIDENT – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by 12 Apr 19to indicate your acceptance of the offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____

Arshdeep Singh Chopra

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Subject **Congratulations-Offer Letter-Om Careers**
From Diksha Garg <Hr11@omcareers.co.in>
To <asehgal048@gmail.com>
Cc 'Sonali Bansal' <sonali.b@omcareers.co.in>, 'Aarveen' <hr15@omcareers.co.in>, <tpo@gndec.ac.in>
Date 2019-04-13 17:14
Priority Highest

Dear Mr. Aashish,
Greetings of the day!!!
Congratulations!!! We are pleased to inform you that you have been selected for the position of **"Graduate Trainee"** with us.
Kindly find the offer & joining details below:

Designation : Graduate Trainee

CTC		
Amount(INR)		
	Monthly	Annual
Gross	18000	2,16,000
Monthly Incentives	10,000	1,20,000
Annual Bonus		2,00,000
Annual CTC		536,000

You will be eligible for

1. Monthly Incentives and Annual Bonus are variable incomes – subject to your performance on G & M ratings . (G is Goal Sheet achievement , M is Managerial Competence)
2. On Completion of 6 Months with satisfactory G&M ratings you will be confirmed.
3. You are eligible for - Two increments in 1st year – based on G and M Ratings
4. Statutory Compliances are applicable (as per govt. rules / laws)

For getting onboard with us, you need to send your offer acceptance via mail latest by 6 PM, 16th April, 2019 i.e. Tuesday.

Post offer acceptance, we look forward to your joining with us as per the details below:

Date of Joining : 03 June 2019 (Monday)

Time of reporting : 8:55 AM sharp
Location : **OM CAREERS**
2nd Floor, Above Yes Bank, Plot No B 15-91, Main G.T Road, Miller Ganj, Ludhiana, Punjab 141003

Contact Person : Ms. Aarveen@ 9041069931

Documents Required for Joining:
You are required to carry the following documents (mandatory) at the time of joining:

1. Copy of your education proofs (From Xth till highest degree)
2. Copy of appointment letter of previous employers (if applicable)
3. Copy of relieving letter of previous employers/Last employer (if applicable)
4. Latest Appraisal Letter/Revised Compensation Letter of last employer (If applicable)
5. Last 3 months salary slips (Preferred)/6 months Bank Statement
6. Copy of Aadhar Card

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7. Copy of PAN Card
8. Two passport size photographs

All documents (hard copy) should be submitted in a **punched file** if not submitted at the time of offer.
You are required to confirm your joining as per the details above post the acceptance of the offer.

Please Note:-

1. This is a Private and a Confidential document. Kindly refrain from sharing the details of the said document/details.
2. The release of the final appointment letter will depend upon your successful joining & will be issued to you on your date of joining.
3. Place of posting will be Ludhiana

Wishing you a great and a successful career ahead...
In case of any query, please contact Ms. Aarveen@ 9041069931

Wishing you a very successful day ahead,

With Best Regards,
Diksha Garg - Assistant Team leader (ATL)
OM CAREERS- on mission "Bigger Us is Better Us -2019"
2nd Floor , Above Yes Bank ,
Plot No B 15-91,Main G.T Road, Miller Ganj,
Ludhiana, Punjab 141003,
Mobile-|+919041004643|

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Subject **Congratulations-Offer Letter-Om Careers**
From Diksha Garg <Hr11@omcareers.co.in>
To <mbhamra10@gmail.com>
Cc 'Sonali Bansal' <sonali.b@omcareers.co.in>, 'Aarveen' <hr15@omcareers.co.in>, <tpo@gndec.ac.in>
Date 2019-04-13 17:15

Dear Ms. Manpreet,
Greetings of the day!!!
Congratulations!!! We are pleased to inform you that you have been selected for the position of **"Graduate Trainee"** with us.
Kindly find the offer & joining details below:

Designation : Graduate Trainee

CTC		
Amount(INR)		
	Monthly	Annual
Gross	18000	2,16,000
Monthly Incentives	10,000	1,20,000
Annual Bonus		2,00,000
Annual CTC		536,000

You will be eligible for

1. Monthly Incentives and Annual Bonus are variable incomes – subject to your performance on G & M ratings . (G is Goal Sheet achievement , M is Managerial Competence)
2. On Completion of 6 Months with satisfactory G&M ratings you will be confirmed.
3. You are eligible for - Two increments in 1st year – based on G and M Ratings
4. Statutory Compliances are applicable (as per govt. rules / laws)

For getting onboard with us, you need to send your offer acceptance via mail latest by 6 PM, 16th April, 2019 i.e. Tuesday.

Post offer acceptance, we look forward to your joining with us as per the details below:

Date of Joining : 03 June 2019 (Monday)

Time of reporting : 8:55 AM sharp
Location : **OM CAREERS**
2nd Floor, Above Yes Bank, Plot No B 15-91, Main G.T Road, Miller Ganj, Ludhiana, Punjab 141003

Contact Person : Ms. Aarveen@ 9041069931

Documents Required for Joining:
You are required to carry the following documents (mandatory) at the time of joining:

1. Copy of your education proofs (From Xth till highest degree)
2. Copy of appointment letter of previous employers (if applicable)
3. Copy of relieving letter of previous employers/Last employer (if applicable)
4. Latest Appraisal Letter/Revised Compensation Letter of last employer (If applicable)
5. Last 3 months salary slips (Preferred)/6 months Bank Statement
6. Copy of Aadhar Card
7. Copy of PAN Card

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8. Two passport size photographs

All documents (hard copy) should be submitted in a **punched file** if not submitted at the time of offer.
You are required to confirm your joining as per the details above post the acceptance of the offer.

Please Note:-

1. This is a Private and a Confidential document. Kindly refrain from sharing the details of the said document/details.
2. The release of the final appointment letter will depend upon your successful joining & will be issued to you on your date of joining.
3. Place of posting will be Ludhiana

Wishing you a great and a successful career ahead...
In case of any query, please contact Ms. Aarveen@ 9041069931

Wishing you a very successful day ahead,

With Best Regards,

Diksha Garg - Assistant Team leader (ATL)
OM CAREERS- on mission "Bigger Us is Better Us -2019"
2nd Floor , Above Yes Bank ,
Plot No B 15-91,Main G.T Road, Miller Ganj,
Ludhiana, Punjab 141003,
Mobile-|+919041004643|

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Subject **Congratulations on being selected for Mahindra AQ Season 10 City Round**
From CHINDALIA SACHIN <CHINDALIA.SACHIN@mahindra.com>
To jaspreetsinghkamboj97@gmail.com <jaspreetsinghkamboj97@gmail.com>, 777munday@gmail.com <777munday@gmail.com>, kuldeeplamba88@gmail.com <kuldeeplamba88@gmail.com>, kuldeeplamba004@gmail.com <kuldeeplamba004@gmail.com>
Cc tpo@gndec.ac.in <tpo@gndec.ac.in>, gagan_sodhi@yahoo.com <gagan_sodhi@yahoo.com>, sachin8510@gmail.com <sachin8510@gmail.com>, Kamlesh <kamlesh@sparkleeventsolutions.com>, SADIQ SHOAIB <BACHOOALI.SHOAIB@mahindra.com>
Date 2019-03-11 14:59

Dear All,
Congratulations on being qualified for the Mahindra AQ Season 10 – City Round

Jaspreet singh	jaspreetsinghkamboj97@gmail.com	9878511462	Amanpreet Singh	777munday@gmail.com	— PE
kuldeep	kuldeeplamba88@gmail.com	9988858487	nisha	kuldeeplamba004@gmail.com	— I.T.

Please be present on 25th March'19 at 1 PM for the CITY ROUND at the following Venue

Please Revert on this mail for your participation confirmation.

Venue:

Chitkara University

Chandigarh - Patiala National Highway
Village: Jhansla, Tehsil - Rajpura, Dist.: Patiala
Landmark: Gian Sagar Hospital

Kindly confirm your presence. Upon reaching the venue, you may connect with Mr Kamlesh Rawal on 9819990111.

Regards,
Sachin Chindalia
+91 9870478726

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Subject **Fwd: Letter of Intent - Gurpreet Kaur - Ref. No.: 8506005**
From <tpo@gndec.ac.in>
To Narindersingh <narindersingh@gndec.ac.in>
Date 2019-03-21 11:49

-------- Original Message --------
Subject: Fwd: Letter of Intent - Gurpreet Kaur - Ref. No.: 8506005
Date: 2019-03-20 12:12
From: Gurpreet Kaur <gurpreetk1297@gmail.com>
To: tpo@gndec.ac.in

---------- Forwarded message ---------
From: <careers@wipro.com>
Date: Sat, Jan 12, 2019, 7:06 AM
Subject: Letter of Intent - Gurpreet Kaur - Ref. No.: 8506005
To: <gurpreetk1297@gmail.com>
Cc: <manager.campus@wipro.com>

CAMPUS - LETTER OF INTENT

January 12, 2019

Dear Gurpreet Kaur,

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 TR8-II 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
11,667

HRA
5,834

Bonus
2,333

Wipro Benefits Plan(WBP)
5,254

TOTAL FIXED CASH
25,088

PF (Employer Contribution)
1,400

Gratuity
620

TOTAL FIXED COMPENSATION
27,108

OTHER COMPENSATION BENEFITS

Health benefit(Medical)
600

VARIABLE PAY

Target Variable Pay
1,459

TARGET COST TO COMPANY PER MONTH

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29,167

TOTAL COST TO COMPANY PER ANNUM
3,50,004

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 [1] to Accept or Decline the offer.

Yours sincerely,

For WIPRO LIMITED
SUNIL KALACHAR
GENERAL MANAGER - GLOBAL CAMPUS HEAD

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 [2]

Links:
------
[1] https://synergy.wipro.com/campus/cd/
[2] http://www.wipro.com

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Thanks & Regards,
Gagandeep Singh Sodhi,
Training & Placement Officer,
GNDEC Ludhiana,
((+91)9872219178)

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Strictly Private and Confidential

23-Apr-2019

Dhruv Anand
HNo-18/250,phase-1,chabra colony ,Pakhowal Road
9888635673

Dear Dhruv,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers in India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

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Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Reference Id: 0d2d1a0a-2452-4df8-9f59-bf705b93d004_1
Signed By: Mohan Sekhar

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Infosys
Navigate your next

HRD/FINALSEMTRG/2018/12655914

December 27, 2018

Neha Mishra.

Guru Nanak Dev Engineering College.

Dear Neha,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____ between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **January 28, 2019**
2. Duration of the program : **16 Weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by designated Infosys personnel) and back to your university upon completion of the Program. Additionally, should you be required to travel between the Infosys offices located in different cities as part of your project, Infosys shall bear the cost of such travel. Your entitlements shall be communicated to you at that time.

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A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by the Company at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with Infosys policies.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2018.12.27 15:31:46 +05:30
Reason: Internship Offer Letter
Location: Bangalore

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Infosys
Navigate your next

Please note that the Training Agreement may be terminated by Infosys as per Clause 6 of the said Agreement.

Please sign and carry duplicate copy of this letter and the attached undertaking at the time of joining indicating your acceptance of these terms. You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,

Yours sincerely,



RICHARD LOBO

EVP - Head HR

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7th December, 2018

To,
Ms. Harshita Sharma,
Tel No.7888944778

Dear Harshita,

This has reference to the interview and discussions you had with us. We are pleased to appoint you as "Graduate Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you would be re-designated as "Career Development Officer".

Find below your compensation details.

		(Amount in Rupees.)		
		Per Month		**Per Annum**
Basic Salary	:	21,500		2,58,000
House Rent Allowance	:	1,400		16,800
Additional HRA	:	3,000		36,000
Transport Allowance	:	1,600		19,200
Telephone Allowance	:	500		6,000
Daily Travel Reimbursement (Only for the days of field work @ Rs.150/-)	:	3,000		36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	10,000		1,20,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,000		24,000
Total Rs: Five Lakh Sixteen Thousand Only pa.	:	**43,000**		**5,16,000**

Regards,
Jaro Education

Sushant Maliya
Sr.Manager – Human Resource

I agree to the above and attached terms & conditions _____Dated_____

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Subject **RE: Jasjot Singh Full Time Offer - Technossus**
From Ishika Walia <Ishika.Walia@technossus.com>
To tpo@gndec.ac.in <tpo@gndec.ac.in>
Date 2019-05-23 13:22

Hi ,

Its not revised there's one more addition so we have selected two students from your institute:
1.Akash Puri
2.Jasjot Singh — IT-156043/1507925 — 156006/1507890

Position - Trainee Software Development
Location- Ludhiana
Package as discussed

Thanks,
Regards
Ishika

-----Original Message-----
From: tpo@gndec.ac.in <tpo@gndec.ac.in>
Sent: 23 May 2019 05:19
To: Ishika Walia <Ishika.Walia@technossus.com>
Subject: Re: Jasjot Singh Full Time Offer - Technossus
Importance: High

Dear Mam,

Greetings of the day!

Received the revised result.

For any further assistance feel free to contact the undersigned/ Dhruv Chawla (+91)(9914450647).

--
Thanks & Regards,
Gagandeep Singh Sodhi,
Training & Placement Officer,
GNDEC Ludhiana,
((+91)9872219178)

On 2019-05-22 13:24, Ishika Walia wrote:

> Hi ,
>
> We are pleased to inform that we have reconsidered Jasjot Singh's Profile for Full Time position of Trainee-Software Development.
>
> We are happy to give him the offer too.
>
> Congratulations to him and kindly inform him the same.
>
> Regards,
>
> Ishika Walia
>
> Analyst - Talent Acquisition
>
> O: +91 161 403 6561
>
> C: +91 828 805 2329
>
> Phase II, Urban Estate, Dugri,
>
> Ludhiana, Pb-141001, India
>
> FROM: Ishika Walia
> SENT: 22 May 2019 13:18
> TO: jasjot7708@gmail.com
> SUBJECT: Welcome to Technossus !
>
> Hi Jasjot ,
>
> Congratulations !
>
> We are pleased to inform you that you have been selected for the full time position of Trainee Software Development- Ludhiana Location.
>
> Regards,
>
> Ishika Walia
>
> Analyst - Talent Acquisition
>
> O: +91 161 403 6561
>
> C: +91 828 805 2329
>
> Phase II, Urban Estate, Dugri,
>
> Ludhiana, Pb-141001, India

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Conjoinix

An ISO 9001:2015 Company

Conjoinix Total Solutions Private Limited
SCO 91-92-93, Level – III, Sector 34-A
Chandigarh – 160022 UT (INDIA)
Phone : +91-172-6610177

Email : contact@conjoinix.com Website : www.conjoinix.com

Ref No : CTS/HR/LOI(P)/2018-19/1128 Date: 01/11/2018

LETTER OF INTENT FOR PLACEMENT
(PROVISIONAL)

With reference to your Application, based on your Interview & your commitment to join the company on the accepted terms, this Letter of Intent is issued by Conjoinix Total Solutions Pvt Ltd. Chandigarh to **Mr. Jasjot Singh**, Address ***#14, Guru Gian Vihar, Sector 5, Jawaddi, Ludhiana (PB)*** as per below given terms and conditions :-

Terms and Conditions :

1. We accept your candidature of employment in Conjoinix on successful completion of your Up skilling and Grooming programme.
2. You are required to attend the Up skilling and Grooming Programme for period as defined by the company i.e. 6 months.
3. On successful clearing of the Up skilling and Grooming Programme and successful completion of your ongoing Graduation / Post-Graduation, if any, the company will issue the employment letter with immediate date of joining or as mutually agreed. You will be on probation for a period of 6 months on joining the company.
4. Based on your skills, capabilities and company's requirement the company can deploy you at different locations across the country or abroad.
5. Your starting Salary will be based on your performance in the Up skilling and Grooming Programme and the Scale of the location you are placed. It will be equal to or higher than the starting salary of the respective scale.
6. You will deposit self certified copies of your Pan Card, Aadhar card, Driving license, high school certificate, Twelfth class Certificate, Graduation certificate, Diploma Certificate and Refundable Security deposit of Rs 60,000/- by 21st Nov 2018 for your candidature for Up skilling and Grooming Programme and employment to stand. On deposit of above the letter of Intent will be issued to you.
7. Your Up skilling and Grooming programme will start in first week of Jan 2019 or as intimated to you by the company.

Best wishes and regards,

For Conjoinix Total Solutions Pvt Ltd.

(Authorised Signatory)

Listed amongst
SMALL BUSINESS OF THE YEAR 2011

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Conjoinix
An ISO 9001:2015 Company

Conjoinix Total Solutions Private Limited
SCO 91-92-93, Level – III, Sector 34-A
Chandigarh – 160022 UT (INDIA)
Phone : +91-172-4601177

Email : contact@conjoinix.com Website : www.conjoinix.com

Ref No : CTS/HR/LOI(P)/2018-19/1126

Date: 01/11/2018

LETTER OF INTENT FOR PLACEMENT
(PROVISIONAL)

With reference to your Application, based on your Interview & your commitment to join the company on the accepted terms, this Letter of Intent is issued by Conjoinix Total Solutions Pvt Ltd, Chandigarh to **Mr. Jaskaran Singh**, Address ***#44, Maya Nagar, Civil Lines, Ludhiana (PB)*** as per below given terms and conditions :-

Terms and Conditions :

1. We accept your candidature of employment in Conjoinix on successful completion of your Up skilling and Grooming programme.
2. You are required to attend the Up skilling and Grooming Programme for period as defined by the company i.e. 6 months.
3. On successful clearing of the Up skilling and Grooming Programme and successful completion of your ongoing Graduation / Post-Graduation, if any, the company will issue the employment letter with immediate date of joining or as mutually agreed. You will be on probation for a period of 6 months on joining the company.
4. Based on your skills, capabilities and company's requirement the company can deploy you at different locations across the country or abroad.
5. Your starting Salary will be based on your performance in the Up skilling and Grooming Programme and the Scale of the location you are placed. It will be equal to or higher than the starting salary of the respective scale.
6. You will deposit self certified copies of your Pan Card, Aadhar card, Driving license, high school certificate, Twelfth class Certificate, Graduation certificate, Diploma Certificate and Refundable Security deposit of Rs 60,000/- by 21st Nov 2018 for your candidature for Up skilling and Grooming Programme and employment to stand. On deposit of above the letter of Intent will be issued to you.
7. Your Up skilling and Grooming programme will start in first week of Jan 2019 or as intimated to you by the company.

Best wishes and regards,

For Conjoinix Total Solutions Pvt Ltd.

Authorised Signatory

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Listed amongst



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To

TNP Cell
Guru Nanak Dev. Eng. College
Ludhiana

Sir, I wish to say that I am a Student of M.Tech, CSE (Regular, 2017 Batch). I got selected in 'Mechlin Technologies' during Campus Placement Drive, but I didn't receive any offer letter from Company. So I don't have any proof for the same with me.

Thanking you

Yours truly
MEETALI
(Mtech CSE)
1707213

Meetali
30/10/2019

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Welcome to Cummins | Pre-Joining formalities

From: Campus Recruitment (campusrecruitment@cummins.com)

Date: Monday, 25 February 2019, 4:28 pm GMT+5:30

Hi,

Congratulations!!

It brings to us great pleasure in welcoming you to our organization Cummins Inc., celebrating its Centennial Year !

Cummins offers a lively work environment and it will provide you a good platform to build an exciting career ahead. We hope that you are geared up and excited for this experience.

Please carefully go through the following details.

Joining details

Tentative Date of Joining	Induction Location	Working location
To be shared in the subsequent emails	Pune	To be declared in the subsequent emails

In continuation to our efforts to make your on-boarding process smooth, we would like you to complete the following pre joining formalities by 4th March 2019:

1. Creating profile on Cummins Online Portal (link mentioned below & guidelines attached)
2. Submitting duly filled Joining Forms - Candidate Information Sheet & Student Details (see attachment)

Please adhere to the below points while filling in the details:

Creating profile on Cummins Online Portal

- You are required to upload 10th, 12th, Graduation and Post-Graduation mark sheet (all semester/year) along with degree certificates.
- Degree final semester mark sheet and degree certificate, if not available, are exempted for uploading.
- In absence of the any other semester mark sheet of degree, please procure Bona fide certificate from your institute/university with details of your semester marks, stating that you have cleared the specific semester.
- Internet copy of Mark Sheets will not be considered unless it is attested in original by the institute/university.
- Prior Experience: Please upload Offer Letter, Work Experience Certificate, Relieving letter and Pay Slips. In case you have no prior experience, please select "**NOT APPLICABLE**"
- Please follow the instructions mentioned in the attached PDF named "**Guidelines on creating candidate profile on Taleo**" for creating an online profile and submit necessary details.
- Please ensure to click the "**Save & Continue**" at every step before proceeding to next level.
- Please ensure to click the Final "**Submit**" button to successfully submit the details and complete the process.
- Once the Final "**Submit**" button is clicked, you will not be able to make any changes unless referred back by us.
- Please find the link for online Registration: https://cummins.taleo.net/careersection/oviscareersection_external_india/jobsearch.ftl?lang=en&portal=16140124329

Joining Forms

- Please fill in your personal details in the excel sheets attached [Student Details Format & Candidate Information Sheet(CIS)], please share in same excel format only.
- Please ensure to fill all the mandatory details in the Candidate Information Sheet(CIS).
- Please send a soft copy of your latest updated **CV/Resume**, also share a copy of your **Aadhar** card & **PAN** card.
  Please ensure you have all the documents (Pay slip, offer letter, Relieving letter) pertaining to your prior experience that you mention in the CIS, as in absence of the same bar Background Verification Process, subsequently impacting your joining.
- Please share bona fide in case you don't have your degree yet (disclaimer to be mentioned by College mentioning the month in which the degree will be awarded).

You are required to bring along 10th, 12th, graduation and degree mark sheet (all semester/year) along with certificates in original and 2 photocopies of each on your date of joining. Details of other relevant mandatory documents will be mentioned in your offer letter that will be shared 15 -20 days prior to your DOJ.

Please feel free to reach out on the same email id in case of any queries.

Wishing you a great start at Cummins India!

Warm Regards

Team Campus

Cummins India Limited,

India Office Campus, Survey No. 21, Balewadi, Pune 411045

Find us on Facebook | Click To Join Us On LinkedIn | Tweet us on: @IndiaJobCummins

Working Right . | careers.cummins.com

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Celebrating 100 years

1919 - 2019

Guidelines on creating candidate profile on Taleo.pdf
950.1kB

Student Details.xlsx
8.9kB

Candidate Information Sheet.xls
71.5kB

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Consultrans Pvt. Ltd.
Transcending your expectations

No. CT/HRD/APPOINT/19-20/10
Dated 05th August 2019

Sh Sushant Gupta, M Tech (Structure)
Current Address:
150/2 Dilbagh Nagar,
Jalandhar City,
Pin - 144002
sushantgupta1994@gmail.com
+91 9779916945

Offer of Contract of Employment

We have pleasure in offering you a contract of employment in the company as **Design Engineer** on the following terms and conditions:

1. **Commencement of contract**

   The contract of employment will commence from the date you report for duty.

2. **Duration of contract**

   The contract is for regular employment but subject to earlier termination as provided in clause 11 below.

3. **Remuneration**

   Effective from the date of joining, the allowances and the benefits applicable to you are as per annexure to this letter. (Annexure A).

4. **Salary Review**

   Your salary increase will depend upon:

   1. The financial results of the company and your department
   2. Your individual performance,

   Subject to above the increments will be granted on yearly basis,

5. **Gratuity**

   You will be entitled to Gratuity in accordance to the company's rules,

6. **Leave Rules**

   You will be eligible for 30 days leave on completion of eleven months of unbroken services with option to accumulate leave up to a maximum period of 180 days. After completion of four years of service, not more than two-thirds of the leave shall be allowed to be encashed/ accumulated in a particular year to encourage employee to exhaust one-third leave for maintaining work –life balance.

   Casual leave is admissible up to 7 days in a year. The sick leave is granted at the sole discretion of the management.

7. **Place and Timings of work.**

   You will be assigned to work at Mumbai or Gurgaon Office. However, you will be liable to be transferred any of the company's establishment/sites in India or any of its Joint ventures/ subsidiaries etc.

8. **Disputes and Arbitration**

   Any Dispute or difference or claim arising in connection with this contract shall be resolved by reference to Arbitration by a sole arbitrator appointed by the Company at its sole discretion. The arbitration proceedings shall be governed by the Arbitration & Conciliation act 1996. The venue of Arbitration will be NCR. The courts at Delhi / NCR shall have exclusive jurisdiction.

9. **Confidentiality of Compensation**

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Consultrans Pvt. Ltd.
Transcending your expectations

Your salary, allowances, benefits and reward are strictly confidential. By accepting employment with the company, you undertake not to disclose these to anyone. Violation of this would be viewed as a serious breach of Conduct.

10. **Pre-employment verification**

The company reserves the right to verify your documents and background through internal or external agencies. These may include your current / previous employment history, educational / professional credentials and other background checks.

11. **Termination of Contract.**

This contract may be terminated at any time by either party by giving two months' notice in writing to the other subject however to the company' right to pay two months' salary in lieu of such notice to you. Further in the event of your giving a notice of termination shorter that the above mentioned period, the Company shall have, solely at its own discretion, the right to adjust any leave due to you and / or recover from you such amounts towards notice pay for the shortfall in the period of notice.

12. **Other Matters**

a. You are to devote your whole time, attention to the affairs of the company as a true professional.

b. You are to treat as strictly confidential, the affairs of the Company and its customer's / stake holders of which you may be cognizant and particularly the drawings, quotations, specifications, knowledge base and technical information. This being important hall mark of the professional will be duly considered in the appraisals and growth prospectus.

c. You are not to interest yourself in any business or any situation leading to conflict of interest in respect of Company its associates and stake holders. In case of any doubt, the facts are to be placed before management well in time for appraisal.

13. **Physical Fitness**

Your appointment is subject to your being physically fit in a continuous manner.

If this offer is acceptable to you, please return to us the duplicate copy of the letter duly signed in token of your acceptance within 10 days and initially report for duty at Indus Consultrans Pvt Ltd., Gurgaon Office.

On the date of your reporting for duty, please bring with you the following document in original:

(a) Proof of age
(b) Educational certificates
(c) Relieving Certificate from your last organisation

Yours faithfully,

For Indus Consultrans Pvt Limited.

I have read the above conditions and accept the same.

SUSHANT GUPTA

Copy to:

Records

508-509, Tower A, Spaze iTech Park, Sector 49, Sohna Road, Gurugram 122002, Haryana, India
info@indusconsultrans.com, www.indusconsultrans.com, +91 124 4373111

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Transcending your expectations

Annexure A

Shri SUSHANT GUPTA
POSITION **DESIGN ENGINEER**
LOCATION **Mumbai /Gurgaon**

Item	Monthly	ANNUAL
BASIC PAY	18,000	2,16,000
ADDITIONAL PAY	4,200	50,400
HOUSE RENT ALLOW	7,200	86,400
CONVEYANCE ALLOWANCE	2,700	32,400
REIMB/FOOD COUPAN	800	9,600
MONTHLY BONUS	1,500	18,000
REGULAR MONTHLY	34,400	4,12,800
BENEFITS ETC ANNUAL		
Medical insurance		4,200
GRATUITY (As per company rules)		10,385
PF Employer's contribution	1800	21,600
CTC ANNUAL Rs		4,48,985

For Indus Consultrans Pvt Limited.

Shri SUSHANT GUPTA

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IndiaMART InterMESH Ltd.
Advant Navis Business Park, Plot no.7,
7th Floor, Sector - 142, Noida, UP
Call Us: 0120 6608888
E: customercare@indiamart.com
Website: www.indiamart.com

Date: 21-February-2019

Name : Akshay Kumar Prajapati

Ludhiana, Punjab

Dear Akshay ,

This has reference to your Campus Selection with us for a suitable opening in our organization.

1. We are pleased to offer you an appointment as **"Executive -Client Servicing "**. Your tentative date of joining will be **4 Jun 2019** and can be changed, the information of which will be formally communicated to you.
2. Your Annual Compensation shall be **INR 300000/- LPA.** The detailed Compensation Structure is attached herewith as **"Annexure - 1".**
3. As informed, your place of posting shall be at communicated to you prior to you joining. However, organization reserves the rights to transfer you to and / or utilize your services in any of the company's offices (Current or Future), work sites or assisted or affiliated Companies located within the country.
4. You will be governed by the Company rules, as amended from time to time. You will be entitled to, leave and other benefits in accordance with such rules applicable from time to time.
5. On the day of joining, you are requested to contact **Mr Nitish Nair** working with us as **Sr. Executive - Talent Acquisition** for completion of your joining formalities and induction.
6. A detailed Letter of Appointment setting out terms and conditions of your appointment shall be issued to you subsequent to your completing the joining formalities.

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IndiaMART InterMESH Ltd.
Advant Navis Business Park, Plot no 7,
7th Floor, Sector - 142, Noida, UP
Call Us: 09696809999
E: customercare@indiamart.com
Website: www.indiamart.com

On the day of joining, please carry all your original documents along with you for physical verification: -

1. Offer Letter
2. Proof of age (birth certificate/ class 10th certificate)
3. Proof of all qualification (10/12/Graduation/Post Graduation)
4. Proof of Permanent Address (Any one – Voter Id Card/ Driving License/ Aadhar Card/ Electricity bill/ Bank statement)
5. Aadhar Card
6. Identity Proof (Any One -Passport/ Permanent Driving license/ Voter ID)
7. PAN Card
8. Relieving letter/ Experience letter/ Letter of Appointment along with Resignation Letter from all previous employers
9. Latest salary slip / Bank statement reflecting Salary credit from Employer (if applicable)
10. 4 recent passport size photographs

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Your offer has been made based on the information furnished by you. However, if there is any discrepancy found during the antecedent check conducted by the Company or in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer & your appointment thereafter at any time.

Please Note –It is mandatory to get all the original documents verified within 4 weeks from your Date of joining. In case of failure, your employment will be terminated with immediate effect.

You are requested to sign below in token of your acceptance of the terms and conditions of this letter of intent and return the duplicate copy duly signed by you to us.

Should you have any queries please feel free to contact **Nitish** @ campusconnect@indiamart.com.

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IndiaMART InterMESH Ltd.
Advant Navis Business Park, Plot no.7,
7th Floor, Sector - 142, Noida, UP
Call Us: 09696969696
E: customercare@indiamart.com
Website: www.indiamart.com

We are very excited about you joining us & we look forward to have you with IndiaMART Intermesh Ltd.

Annexure - 1

Name: Akshay Kumar Prajapati
Designation: Executive- Client Servicing

Salary - Break up		
Component	**Monthly (Rs)**	**Annual (Rs)**
Basic	**15010**	**180120**
HRA	**7505**	**90060**
Executive Allowance	**1677**	**0**
Bonus	**808**	**9696**
CTC	**25000**	**300000**

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For Indiamart Intermesh Ltd.

Yours Sincerely



Prerna Hajela
Senior Manager -Human Resources

indiamart

IndiaMART InterMESH Ltd.
Advant Navis Business Park, Plot no.7,
7th & 8th Floor, Sector - 142, Noida, UP
Toll Free: 1800-200-4444
E: customercare@indiamart.com
Website: www.indiamart.com

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Letter of Intent-Final Placement

Date: October 31, 2018

Dear Akshay Kumar Prajapati,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

Position - Executive – Client Servicing
CTC -3,00,000/- LPA
Location – Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

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Yours Sincerely



Prema Hajela
Senior Manager -Human Resources

IndiaMART InterMESH Ltd.
Advant Navis Business Park, Plot no.7,
7th & 8th Floor, Sector - 142, Noida, UP
Toll Free: 1800-200-4444
E: customercare@indiamart.com
Website: www.indiamart.com

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Documents required for issuing the offer letter

We request you to send the below listed documents at vidhi.gupta@indiamart.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

1. PAN Card *(Please apply if you do not possess one and share acknowledgement with us)*
2. Aadhar Card *(Please apply if you do not possess one and share acknowledgement with us)*
3. Valid Driving License and 2-Wheeler RC
4. 10th Marksheet
5. 12th Marksheet
6. All semester wise marksheet for Graduation *(in case of any backlog, please share all marksheets)*
7. All semester wise marksheet for Post-Graduation
8. No Objection Certificate from College/Institute or Provisional Degree

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Should you have any queries, please feel free to contact Ms. Vidhi Gupta @ 7290045285.

I accept the terms conditions of this offer

(Candidate's Signature)

Name and Date AKSHAY KUMAR PRAJAPATI 1/11/18

justdial
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Maninderjeet Kaur
Chandigarh

Dear Maninderjeet,

We are delighted to welcome you to Just Dial and wish you a great career with us.

Reference to our recent discussions, we are pleased to appoint you as **Certified Internet Consultant**, in **G12** on the following terms and conditions:

Your Employee Code is **10078817.**

Date of Joining and Place of Work

Your date of joining the employment with Just Dial is **17-06-2019** and your place of posting is **Chandigarh**. The Company reserves its right to transfer you to any other location within India or abroad and to any of its subsidiaries or associate companies. You shall abide by the rules and regulations pertaining to the entity where you are posted.

Compensation

Your consolidated compensation per annum on Cost to Company basis is **Rs. 273000 (Two lakh seventy three thousand only).**

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The details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.18000 /-p.m.	108000
2	Revised Salary - After Six Months*	Rs.21000 /-p.m.	126000
	Performance Cum Retention Bonus**	**Amount**	
3	End of 6 Months - One month Salary	18000	18000
4	End of 12 Months - One month Salary	21000	21000
	Total CTC per annum		**273000**

* **Revised Salary & Performance cum Retention Bonus** (PCRB) are paid subject to satisfactory performance report at the **end of 6 months** and **12 months** after successful completion of probation in writing.

Further details are given in the **Annexure.**

Incentive **or** Bonus payout is governed by incentive payout policy circulated and communicated from time to time. The company reserves the right to hold any variable payments including, but not limited to, performance linked incentives/performance based bonuses at its discretion, in case your employment with company is not active on the Incentive payout date. Further, Incentive payout during the notice period shall be determined by the company.

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Probation

You shall be on probation for a period of six months from the date of your joining. On satisfactory completion of the probationary period, your services will be confirmed in writing. You will deem to be in probation until issuance of confirmation letter.

Hours of Work

You shall abide by the policy on working days and working hours as applicable to you and this can be reviewed from time to time based on business exigencies. You shall have no objection to working on shifts or staggered shift duty hours, if required.

Good Faith and Confidentiality

During your employment with the Company, you will devote the whole of your energies to your work and you will not - directly or indirectly - carry-on or engage or be interested in any other business or trade or employment or project or assignment of any nature, regardless of whether it has a monetary benefit or not.

You shall not induce, recruit or solicit, either directly or indirectly, any employee or client or customer of the Company for a period of 12 months from the date of your separation from the Company.

You shall keep all confidential information that comes to your knowledge during your employment with us and shall not use or disclose or attempt to disclose any of the secrets or confidential information of the Company or its subsidiaries or associated companies to any person - internal or external - or to any agency or entity, except as authorized or required by your duties.

You will be also responsible for the safekeeping and return in good condition and order, of all Company assets-hardware and software - including Books, Documents, Files, Digital products like CD's and DVD's, Credit and Debit Cards, Passwords or Authorization Codes, etc., which will be in your use, custody or charge during your employment with us.

Inventions and Patents

All inventions, creations,developments, improvements and any or all work done by you either your employment with the Company shall remain the property of and singly or jointly during vested in the Company.

The Company reserves the right to obtain copy right or patent registration of any invention, creation, development or improvement of any work done by you either singly or jointly during your employment with us.

You will execute all papers and documents that may be necessary to obtain patents or copyrights in favour of the Company.

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Termination of Employment

Your services may be terminated any time during the probationary period by giving 15 days notice in writing by either side and without assigning any reasons thereof.

Your services may be terminated after confirmation by giving 30 days notice in writing by either side in accordance with Notice Period Policy.

If you leave the employment of the company without giving the required notice as per Notice Period Policy, then you will have to pay the payment in lieu of notice period, otherwise, we shall have the right to recover/deduct/adjust the same from your salary/legal dues, if any, against the unserved notice period as per Notice Period Policy and any other dues payable by you to the company.

In case of absconding or unauthorized absence from work or non-submission of resignation as per Exit Policy, the Company reserves the right to hold all your legal dues till all the formalities will be completed and also recover/deduct/adjust the same from your legal dues, if any other dues payable by you to the company.

Jurisdiction

It is agreed that all disputes between you and the Company shall have jurisdiction of the courts in Mumbai. All other terms and conditions shall be as per the general or specific rules of the Company in force from time to time.

Period of Employment

The age of retirement shall be 58 years and on superannuation you shall be entitled to such benefits as are available under the law and/or the rules framed by the Company.

General

Please note that individual salary is a confidential matter and not to be discussed with any other employee.

You will keep us informed of any change in your mobile phone number or your residential address or your marital status.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms and conditions contained therein.

Yours sincerely,
For Just Dial Ltd.

Tanu Sharma

Tanu Sharma

Head - Human Resources, Chandigarh

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Annexure:-

Just Dial Ltd. - Compensation Package

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Maninderjeet Kaur	
Department	Sales	
Grade	G12	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC	273000/- per annum	
Pay structure	**CTC**	**Revised CTC**
Fixed Components		
Basic	5400	6300
House Rent Allowance (HRA)	3240	3780
Departmental Allowance	2250	2625
Desk Allowance	2250	2625
Personal Allowance	1994	2326
Salary (C1)	**15134**	**17656**
Statutory Components		
Employer PF Contribution	648	648
Employer ESIC Contribution	719	839
Benifits(c2)	**1367**	**1595**
Reimbursements		
Sodexo		
Conveyance Reimbursement		
Fuel Reimbursement		
Reimbursements(c3)	**0**	**0**
Statutory Bonus	**1499**	**1749**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**18000**	**21000**
Deductions		
Employee PF Contribution	648	756
Employee ESIC Contribution	265	309
Total Deductions (b)	**913**	**1065**
Net Take Home (a - b - C2)	**15720**	**18340**
Total CTC	**18000**	**21000**

* **Net Take Home** is subject to tax & other applicable deductions basis individual's salary structure.

Yours sincerely,

For Just Dial Limited

Tanu Sharma

Tanu Sharma

Head - Human Resources, Chandigarh

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justdial

3 of

Employee Information Form - Just Dial Ltd

Inbox ×

Just Dial <hrchandigarh@justdial.com>
to Kaur65188

Wed, 30 Jan, 18:

Dear Ravinder Kaur,

Congratulations on your selection with Just Dial!!!
Please find below the link to view and download soft copy of your offer letter.

Offer letter Link : http://accounts.justdial.com/hire_services/hire/offer?id=5c519da8ecebe

We Would request you to review the offer letter and send your acceptance at the earliest possible.

Once you accept the offer, please finish you pre-joining formalities immediately by clicking on the following link.

Note: Before clicking on the joining link please ensure to have the attached list of mandatory documents soft copies saved on your c completing the formalities without any hassles.

Joining Formalities Link : http ://accounts.justdial.com/hire_services/hire/join?id=5c519da8ecebe

(If clicking the above links doesn't seem to work you can copy and paste the link into your web browser address window or manually typ it the

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Justdial

Harnita Khangan
Chandigarh

Dear Harnita,

We are delighted to welcome you to Just Dial and wish you a great career with us.

Reference to our recent discussions, we are pleased to appoint you as **Certified Internet Consultant**, in **G12** on the following terms and conditions:

Your Employee Code is **10078816.**

Date of Joining and Place of Work

Your date of joining the employment with Just Dial is **17-06-2019** and your place of posting is **Chandigarh**. The Company reserves its right to transfer you to any other location within India or abroad and to any of its subsidiaries or associate companies. You shall abide by the rules and regulations pertaining to the entity where you are posted.

Compensation

Your consolidated compensation per annum on Cost to Company basis is **Rs. 273000 (Two lakh seventy three thousand only).**

The details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.18000 /-p.m.	108000
2	Revised Salary - After Six Months*	Rs.21000 /-p.m.	126000
	Performance Cum Retention Bonus**	**Amount**	
3	End of 6 Months - One month Salary	18000	18000
4	End of 12 Months - One month Salary	21000	21000
	Total CTC per annum		**273000**

*** Revised Salary & Performance cum Retention Bonus (PCRB)** are paid subject to satisfactory performance report at the **end of 6 months** and **12 months** after successful completion of probation in writing.

Further details are given in the **Annexure.**

Incentive **or** Bonus payout is governed by incentive payout policy circulated and communicated from time to time. The company reserves the right to hold any variable payments including, but not limited to, performance linked incentives/performance based bonuses at its discretion, in case your employment with company is not active on the Incentive payout date. Further, Incentive payout during the notice period shall be determined by the company.

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Probation

You shall be on probation for a period of six months from the date of your joining. On satisfactory completion of the probationary period, your services will be confirmed in writing. You will deem to be in probation until issuance of confirmation letter.

Hours of Work

You shall abide by the policy on working days and working hours as applicable to you and this can be reviewed from time to time based on business exigencies. You shall have no objection to working on shifts or staggered shift duty hours, if required.

Good Faith and Confidentiality

During your employment with the Company, you will devote the whole of your energies to your work and you will not - directly or indirectly - carry-on or engage or be interested in any other business or trade or employment or project or assignment of any nature, regardless of whether it has a monetary benefit or not.

You shall not induce, recruit or solicit, either directly or indirectly, any employee or client or customer of the Company for a period of 12 months from the date of your separation from the Company.

You shall keep all confidential information that comes to your knowledge during your employment with us and shall not use or disclose or attempt to disclose any of the secrets or confidential information of the Company or its subsidiaries or associated companies to any person - internal or external - or to any agency or entity, except as authorized or required by your duties.

pansionment

You will be also responsible for the safekeeping and return in good condition and order, of all Company assets-hardware and software - including Books, Documents, Files, Digital products like CD's and DVD's, Credit and Debit Cards, Passwords or Authorization Codes, etc., which will be in your use, custody or charge during your employment with us.

Inventions and Patents

All inventions, creations,developments, improvements and any or all work done by you either your employment with the Company shall remain the property of and singly or jointly during vested in the Company.

The Company reserves the right to obtain copy right or patent registration of any invention, creation, development or improvement of any work done by you either singly or jointly during your employment with us.

You will execute all papers and documents that may be necessary to obtain patents or copyrights in favour of the Company.

Remove Watermark Now

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Termination of Employment

Your services may be terminated any time during the probationary period by giving 15 days notice in writing by either side and without assigning any reasons thereof.

Your services may be terminated after confirmation by giving 30 days notice in writing by either side in accordance with Notice Period Policy.

If you leave the employment of the company without giving the required notice as per Notice Period Policy, then you will have to pay the payment in lieu of notice period, otherwise, we shall have the right to recover/deduct/adjust the same from your salary/legal dues, if any, against the unserved notice period as per Notice Period Policy and any other dues payable by you to the company.

In case of absconding or unauthorized absence from work or non-submission of resignation as per Exit Policy, the Company reserves the right to hold all your legal dues till all the formalities will be completed and also recover/deduct/adjust the same from your legal dues, if any other dues payable by you to the company.

Jurisdiction

It is agreed that all disputes between you and the Company shall have jurisdiction of the courts in Mumbai. All other terms and conditions shall be as per the general or specific rules of the Company in force from time to time.

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Period of Employment

The age of retirement shall be 58 years and on superannuation you shall be entitled to such benefits as are available under the law and/or the rules framed by the Company.

General

Please note that individual salary is a confidential matter and not to be discussed with any other employee.

You will keep us informed of any change in your mobile phone number or your residential address or your marital status.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms and conditions contained therein.

Yours sincerely,
For Just Dial Ltd.

Tanu Sharma

Tanu Sharma

Head - Human Resources, Chandigarh

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Annexure:-

Just Dial Ltd. - Compensation Package

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Harnita Khangan	
Department	Sales	
Grade	G12	
Designation	Certified Internet Consultant	
Effective Date	17-06-2019	
CTC	273000/- per annum	
Pay structure	**CTC**	**Revised CTC**
Fixed Components		
Basic	5400	6300
House Rent Allowance (HRA)	3240	3780
Departmental Allowance	2250	2625
Desk Allowance	2250	2625
Personal Allowance	1994	2326
Salary (C1)	**15134**	**17656**
Statutory Components		
Employer PF Contribution	648	648
Employer ESIC Contribution	719	839
Benifits(c2)	**1367**	**1595**
Reimbursements		
Sodexo		
Conveyance Reimbursement		
Fuel Reimbursement		
Reimbursements(c3)	**0**	**0**
Statutory Bonus	**1499**	**1749**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**18000**	**21000**
Deductions		
Employee PF Contribution	648	756
Employee ESIC Contribution	265	309
Total Deductions (b)	**913**	**1065**
Net Take Home (a - b - C2)	**15720**	**18340**
Total CTC	**18000**	**21000**

* **Net Take Home** is subject to tax & other applicable deductions basis individual's salary structure.

Yours sincerely,

For Just Dial Limited

Tanu Sharma

Tanu Sharma

Head - Human Resources, Chandigarh

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30-01-2019

Garima Jain
Chandigarh

Subject: **LETTER OF OFFER**

Dear Garima,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**.You will be on probation for a period of six months from your date of joining which will be on or before **03-06-2019**.

The annual compensation calculated on Cost to Company will be **INR 273000/-.**

Details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.18000 /-p.m.	108000
2	Revised Salary - After Six Months*	Rs.21000 /-p.m.	126000
	Performance Cum Retention Bonus**	Amount	
3	End of 6 Months - One month Salary	18000	18000
4	End of 12 Months - One month Salary	21000	21000
	Total CTC per annum		273000

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***Revised Salary & Performance cum Retention Bonus (PCRB)**, are paid subject to satisfactory performance report at the end of **6 months** and **12 months** after successful completion of probation in writing.

Your place of posting will be **Chandigarh**.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

You are requested to sign a copy of this letter as a token of acceptance.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Tanu Sharma

Tanu Sharma

Justdial
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Ankit Pal
Chandigarh

Dear Ankit,

We are delighted to welcome you to Just Dial and wish you a great career with us.

Reference to our recent discussions, we are pleased to appoint you as **Certified Internet Consultant**, in **G12** on the following terms and conditions:

Your Employee Code is **10078814.**

Date of Joining and Place of Work

Your date of joining the employment with Just Dial is **17-06-2019** and your place of posting is **Ludhiana**. The Company reserves its right to transfer you to any other location within India or abroad and to any of its subsidiaries or associate companies. You shall abide by the rules and regulations pertaining to the entity where you are posted.

Compensation

Your consolidated compensation per annum on Cost to Company basis is **Rs. 259000 (Two lakh fifty nine thousand only).**

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The details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.17000 /-p.m.	102000
	Revised Salary - After Six Months*	Rs.20000 /-p.m.	120000
	Performance Cum Retention Bonus**	**Amount**	
3	End of 6 Months - One month Salary	17000	17000
4	End of 12 Months - One month Salary	20000	20000
	Total CTC per annum		**259000**

* **Revised Salary & Performance cum Retention Bonus (PCRB)** are paid subject to satisfactory performance report at the **end of 6 months** and **12 months** after successful completion of probation in writing.

Further details are given in the **Annexure.**

Incentive **or** Bonus payout is governed by incentive payout policy circulated and communicated from time to time. The company reserves the right to hold any variable payments including, but not limited to, performance linked incentives/performance based bonuses at its discretion, in case your employment with company is not active on the Incentive payout date. Further, Incentive payout during the notice period shall be determined by the company.

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Termination of Employment

Your services may be terminated any time during the probationary period by giving 15 days notice in writing by either side and without assigning any reasons thereof.

Your services may be terminated after confirmation by giving 30 days notice in writing by either side in accordance with Notice Period Policy.

If you leave the employment of the company without giving the required notice as per Notice Period Policy, then you will have to pay the payment in lieu of notice period, otherwise, we shall have the right to recover/deduct/adjust the same from your salary/legal dues, if any, against the unserved notice period as per Notice Period Policy and any other dues payable by you to the company.

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Jurisdiction

It is agreed that all disputes between you and the Company shall have jurisdiction of the courts in Mumbai. All other terms and conditions shall be as per the general or specific rules of the Company in force from time to time.

Period of Employment

The age of retirement shall be 58 years and on superannuation you shall be entitled to such benefits as are available under the law and/or the rules framed by the Company.

General

Please note that individual salary is a confidential matter and not to be discussed with any other employee.

You will keep us informed of any change in your mobile phone number or your residential address or your marital status.

Please sign and return the duplicate copy of this letter in token of your acceptance of the terms and conditions contained therein.

Yours sincerely,
For Just Dial Ltd.

Tanu Sharma

Tanu Sharma

Head - Human Resources, Chandigarh

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Gmail

Simranjeet Singh <singhdigpaul6@gmail.com>

Reminder for joining form and offer letter acceptance

2 messages

Just Dial <hrchandigarh@justdial.com>
To: Singhdigpaul6@gmail.com

Fri, Jul 5, 2019 at 2:13 PM

Dear Candidate,

This is a gentle reminder to accept the offer and fill the joining form immediately to proceed further with the confirmation for your joining with Just dial.

PFB the offer letter and joining link.

Offer letter link : http://accounts.justdial.com/hire_services/hire/offer?id=5c51957c68514
Joining Link : http://accounts.justdial.com/hire_services/hire/join?id=5c51957c68514

Just Dial <hrchandigarh@justdial.com>
To: Singhdigpaul6@gmail.com

Fri, Jul 5, 2019 at 2:13 PM

[Quoted text hidden]

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Gmail

Simran Kaur <simrank3100@gmail.com>

Fwd: Selection Confirmation | Recruitment Officer (Recruitments) | Shalini Badoni

konica verma <konicav42@gmail.com>
To: simrank3100@gmail.com

Thu, Sep 5, 2019 at 12:26 PM

Sent from my iPhone

Begin forwarded message:

From: Shalini Badoni <shalinibadoni15@gmail.com>
Date: 5 September 2019 at 12:08:36 PM IST
To: konicav42@gmail.com
Subject: Fwd: Selection Confirmation | Recruitment Officer (Recruitments) | Shalini Badoni

---------- Forwarded message ---------
From: Preetika <preetika@lavyaassociates.com>
Date: Mon, Mar 4, 2019, 18:02
Subject: Selection Confirmation | Recruitment Officer (Recruitments) | Shalini Badoni
To: <shalinibadoni15@gmail.com>
Cc: vishal <vishal.talwar@lavyaassociates.com>, <tpo@gndec.ac.in>, Rajesh Garg <rajesh.garg@lavyaassociates.com>

pdfelement

Dear Shalini,

Greetings of the Day !!

With reference to your application and subsequent discussions you have had with us on 28th February 2019,

We are pleased to offer you the position of "Recruitment Officer" in our organization with take home Salary of Rs. 11,000 PM.

You will get the hard copy of your offer letter on the day of your Joining and you can join by 1st June 2019.

In case of any query, please get back to us on below mentioned contact numbers.

Thanks & Regards,

Preetika | Operations | +91 – 73075-04567 | preetika@lavyaassociates.com

Description: Description: signature lavya

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image001.jpg
12K

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Simran Kaur <simrank3100@gmail.com>

Fwd: Selection Confirmation | Recruitment Officer (Recruitments) | Konica verma

konica verma <konicav42@gmail.com>
To: simrank3100@gmail.com

Thu, Sep 5, 2019 at 12:27 PM

Sent from my iPhone

Begin forwarded message:

From: "Preetika" <preetika@lavyaassociates.com>
Date: 4 March 2019 at 5:59:32 PM IST
To: <konicav42@gmail.com>
Cc: "vishal" <vishal.talwar@lavyaassociates.com>, <tpo@gndec.ac.in>
Subject: Selection Confirmation | Recruitment Officer (Recruitments) | Konica verma

Dear Konica,

Greetings of the Day !!

With reference to your application and subsequent discussions you have had with us on 28th February 2019,

We are pleased to offer you the position of "Recruitment Officer" in our organization with take home Salary of Rs. 11,000 PM.

You will get the hard copy of your offer letter on the day of your Joining and you can join by 1st June 2019.

In case of any query, please get back to us on below mentioned contact numbers.

Thanks & Regards,

Preetika | Operations | +91 – 73075-04567 | preetika@lavyaassociates.com

Lavya Associates HR Services

www.lifeinsurancejobs.in

Lavya Associates, 3rd Floor, SCO 12, Feroze Gandhi Market, Ludhiana - 141001
+91 – 161 – 4604567, 4674567 | contact@lavyaassociates.com | www.lavyaassociates.com | www.lifeinsurancejobs.in

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Gmail

Garima Jain <garima.jain856@gmail.com>

Selection Confirmation | Recruitment Officer (Recruitments) | Garima Jain

1 message

Preetika <preetika@lavyaassociates.com> Mon, Mar 4, 2019 at 6:00 PM
To: garima.jain856@gmail.com
Cc: vishal <vishal.talwar@lavyaasscciates.com>, tpo@gndec.ac.in, Rajesh Garg <rajesh.garg@lavyaassociates.com>

Dear Garima,

Greetings of the Day !!

With reference to your application and subsequent discussions you have had with us on 28th February 2019.

We are pleased to offer you the position of "Recruitment Officer" in our organization with take home Salary of Rs. 11,000 PM.

You will get the hard copy of your offer letter on the day of your Joining and you can join by 1st June 2019.

In case of any query, please get back to us on below mentioned contact numbers.

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Thanks & Regards,

Preetika | Operations | +91 – 73075-04567 | preetika@lavyaassociates.com

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Lavya Associates, 3rd Floor, SCO 12, Feroze Gandhi Market, Ludhiana - 141001
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Gmail JASMEEN KAUR GILL <jaskgill1414@gmail.com>

Fwd: Selection Confirmation | Recruitment Officer (Recruitments) | Jasmeen Kaur Gill

1 message

Jasmeen Gill <jasmeengill1414@gmail.com> Sat, Aug 17, 2019 at 10:01 AM
To: jaskgill1414@gmail.com

---------- Forwarded message ---------
From: **Preetika** <preetika@lavyaassociates.com>
Date: Mon, Mar 4, 2019 at 6:03 PM
Subject: Selection Confirmation | Recruitment Officer (Recruitments) | Jasmeen Kaur Gill
To: <Jasmeengill1414@gmail.com>
Cc: vishal <vishal.talwar@lavyaassociates.com>, <tpo@gndec.ac.in>, Rajesh Garg <rajesh.garg@lavyaassociates.com>

Dear Jasmeen,

pdfelement

Greetings of the Day !!

With reference to your application and subsequent discussions you have had with us on 28th February 2019.

We are pleased to offer you the position of "Recruitment Officer" in our organization with take home Salary of Rs. 12,000 PM.

You will get the hard copy of your offer letter on the day of your Joining and you can join by 1st June 2019.

In case of any query, please get back to us on below mentioned contact numbers.

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Thanks & Regards,

Preetika | Operations | +91 – 73075-04567 | preetika@lavyaassociates.com

Lavya Associates HR Services www.lifeinsurancejobs.in

Lavya Associates, 3rd Floor, SCO 12, Feroze Gandhi Market, Ludhiana - 141001
+91 – 161 – 4604567, 4674567 | contact@lavyaassociates.com | www.lavyaassociates.com | www.lifeinsurancejobs.in

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Subject **Congratulations-Offer Letter-Om Careers**
From Diksha Garg <Hr11@omcareers.co.in>
To <Kumarprajapatiakshay@gmail.com>
Cc 'Sonali Bansal' <sonali.b@omcareers.co.in>, 'Aarveen' <hr15@omcareers.co.in>, <tpo@gndec.ac.in>
Date 2019-04-13 17:00

Dear Mr. Akshay,
Greetings of the day!!!
Congratulations!!! We are pleased to inform you that you have been selected for the position of **"Management Trainee"** with us.
Kindly find the offer & joining details below:

Designation : Management Trainee

CTC		
Amount(INR)		
	Monthly	Annual
Gross	20,000	2,40,000
Monthly Incentives	10,000	1,20,000
Annual Bonus		2,00,000
Annual CTC		5,60,000

You will be eligible for

1. Monthly Incentives and Annual Bonus are variable incomes – subject to your performance on G & M ratings . (G is Goal Sheet achievement , M is Managerial Competence)
2. On Completion of 6 Months with satisfactory G&M ratings you will be confirmed.
3. You are eligible for - Two increments in 1st year – based on G and M Ratings
4. Statutory Compliances are applicable (as per govt. rules / laws)

For getting onboard with us, you need to send your offer acceptance via mail latest by 6 PM, 16th April, 2019 i.e. Tuesday.

Post offer acceptance, we look forward to your joining with us as per the details below:

Date of Joining : 03 June 2019 (Monday)

Time of reporting : 8:55 AM sharp
Location : **OM CAREERS**
2nd Floor, Above Yes Bank, Plot No B 15-91, Main G.T Road, Miller Ganj, Ludhiana, Punjab 141003

Contact Person : Ms. Aarveen@ 9041069931

Documents Required for Joining:
You are required to carry the following documents (mandatory) at the time of joining:

1. Copy of your education proofs (From Xth till highest degree)
2. Copy of appointment letter of previous employers (if applicable)
3. Copy of relieving letter of previous employers/Last employer (if applicable)
4. Latest Appraisal Letter/Revised Compensation Letter of last employer (If applicable)
5. Last 3 months salary slips (Preferred)/6 months Bank Statement
6. Copy of Aadhar Card
7. Copy of PAN Card

pdfelement

8. Two passport size photographs

All documents (hard copy) should be submitted in a **punched file** if not submitted at the time of offer.
You are required to confirm your joining as per the details above post the acceptance of the offer.

Please Note:-

1. This is a Private and a Confidential document. Kindly refrain from sharing the details of the said document/details.
2. The release of the final appointment letter will depend upon your successful joining & will be issued to you on your date of joining.
3. Place of posting will be Ludhiana

Wishing you a great and a successful career ahead...
In case of any query, please contact Ms. Aarveen@ 9041069931

Wishing you a very successful day ahead,

With Best Regards,
Diksha Garg - Assistant Team leader (ATL)
OM CAREERS- on mission "Bigger Us is Better Us -2019"
2nd Floor , Above Yes Bank ,
Plot No B 15-91,Main G.T Road, Miller Ganj,
Ludhiana, Punjab 141003,
Mobile-|+919041004643|

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Subject **Congratulations-Offer Letter-Om Careers**
From Diksha Garg <Hr11@omcareers.co.in>
To <garima.jain856@gmail.com>
Cc 'Sonali Bansal' <sonali.b@omcareers.co.in>, 'Aarveen' <hr15@omcareers.co.in>, <tpo@gndec.ac.in>
Date 2019-04-13 17:02
Priority Highest

Dear Ms. Garima,
Greetings of the day!!!
Congratulations!!! We are pleased to inform you that you have been selected for the position of **"Management Trainee"** with us.
Kindly find the offer & joining details below:

Designation : Management Trainee

CTC		
Amount(INR)		
	Monthly	Annual
Gross	20,000	2,40,000
Monthly Incentives	10,000	1,20,000
Annual Bonus		2,00,000
Annual CTC		5,60,000

You will be eligible for

1. Monthly Incentives and Annual Bonus are variable incomes – subject to your performance on G & M ratings . (G is Goal Sheet achievement , M is Managerial Competence)
2. On Completion of 6 Months with satisfactory G&M ratings you will be confirmed.
3. You are eligible for - Two increments in 1st year – based on G and M Ratings
4. Statutory Compliances are applicable (as per govt. rules / laws)

For getting onboard with us, you need to send your offer acceptance via mail latest by 6 PM, 16th April, 2019 i.e. Tuesday.

Post offer acceptance, we look forward to your joining with us as per the details below:

Date of Joining : 03 June 2019 (Monday)

Time of reporting : 8:55 AM sharp
Location : **OM CAREERS**
2nd Floor, Above Yes Bank, Plot No B 15-91, Main G.T Road, Miller Ganj, Ludhiana, Punjab 141003

Contact Person : Ms. Aarveen@ 9041069931

Documents Required for Joining:
You are required to carry the following documents (mandatory) at the time of joining:

1. Copy of your education proofs (From Xth till highest degree)
2. Copy of appointment letter of previous employers (if applicable)
3. Copy of relieving letter of previous employers/Last employer (if applicable)
4. Latest Appraisal Letter/Revised Compensation Letter of last employer (If applicable)
5. Last 3 months salary slips (Preferred)/6 months Bank Statement
6. Copy of Aadhar Card

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7. Copy of PAN Card
8. Two passport size photographs

All documents (hard copy) should be submitted in a **punched file** if not submitted at the time of offer.
You are required to confirm your joining as per the details above post the acceptance of the offer.

Please Note:-

1. This is a Private and a Confidential document. Kindly refrain from sharing the details of the said document/details.
2. The release of the final appointment letter will depend upon your successful joining & will be issued to you on your date of joining.
3. Place of posting will be Ludhiana

Wishing you a great and a successful career ahead...
In case of any query, please contact Ms. Aarveen@ 9041069931

Wishing you a very successful day ahead,
With Best Regards,

Diksha Garg - Assistant Team leader (ATL)
OM CAREERS- on mission "Bigger Us is Better Us -2019"
2nd Floor , Above Yes Bank ,
Plot No B 15-91,Main G.T Road, Miller Ganj,
Ludhiana, Punjab 141003,
Mobile-|+919041004643|

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Gmail JASMEEN KAUR GILL <jaskgill1414@gmail.c

Fwd: Congratulations-Offer Letter-Om Careers

1 message

Jasmeen Gill <jasmeengill1414@gmail.com> Sat, Aug 17, 2019 at 9:59 AM
To: jaskgill1414@gmail.com

---------- Forwarded message ---------
From: **Diksha Garg** <Hr11@omcareers.co.in>
Date: Sat, Apr 13, 2019 at 5:08 PM
Subject: Congratulations-Offer Letter-Om Careers
To: <jasmeengill1414@gmail.com>
Cc: Sonali Bansal <sonali.b@omcareers.co.in>, Aarveen <hr15@omcareers.co.in>, <tpo@gndec.ac.in>

Dear Ms. Jasmeen,

Greetings of the day!!!

Congratulations!!! We are pleased to inform you that you have been selected for the position of **"Management Trainee"** with us.

Kindly find the offer & joining details below:

Designation : Management Trainee

CTC		
Amount(INR)		
	Monthly	Annual
Gross	20,000	2,40,000
Monthly Incentives	10,000	1,20,000
Annual Bonus		2,00,000

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Annual CTC		5,60,000

You will be eligible for

1. Monthly Incentives and Annual Bonus are variable incomes – subject to your performance on G & M ratings . (G is Goal Sheet achievement , M is Managerial Competence)
2. On Completion of 6 Months with satisfactory G&M ratings you will be confirmed.
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4. Statutory Compliances are applicable (as per govt. rules / laws)

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Date of Joining : 03 June 2019 (Monday)

Time of reporting : 8:55 AM sharp

Location : **OM CAREERS**

2nd Floor, Above Yes Bank, Plot No B 15-91, Main G.T Road, Miller Ganj, Ludhiana, Punjab 141003

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Contact Person : Ms. Aarveen@ 9041069931

Documents Required for Joining:

You are required to carry the following documents (mandatory) at the time of joining:

1. Copy of your education proofs (From Xth till highest degree)
2. Copy of appointment letter of previous employers (if applicable) .
3. Copy of relieving letter of previous employers/Last employer (if applicable)
4. Latest Appraisal Letter/Revised Compensation Letter of last employer (If applicable)
5. Last 3 months salary slips (Preferred)/6 months Bank Statement
6. Copy of Aadhar Card

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7. Copy of PAN Card

8. Two passport size photographs

All documents (hard copy) should be submitted in a **punched file** if not submitted at the time of offer.

You are required to confirm your joining as per the details above post the acceptance of the offer.

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1. This is a Private and a Confidential document. Kindly refrain from sharing the details of the said document/details.
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3. Place of posting will be Ludhiana

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In case of any query, please contact Ms. Aarveen@ 9041069931

Wishing you a very successful day ahead,
With Best Regards,

Diksha Garg - Assistant Team leader (ATL)
OM CAREERS- on mission "Bigger Us is Better Us -2019"
2nd Floor , Above Yes Bank ,
Plot No B 15-91,Main G.T Road, Miller Ganj,
Ludhiana, Punjab 141003,
Mobile-|+919041004643|

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mail.gndec.ac.in (960×1280)

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07/5/2019

STEPUPHR
SEARCH | SELECTION | ADVISORY

To,

The H.O.D,

Guru Nanak Dev Engineering College,

Ludhiana.

Sub: Selection of 4 students.

Dear Sir

This is to inform you that thru your esteem college we have hired four students with one year of bond which they will sign at the time of joining, details of hired students is mentioned below:

S. No.	Name	Annual CTC	Date of Joining	
1	Sonia Rajput	1.80 L	3rd June 2019	MBA/17007389
2	Varun Kumar	1.44 L	3rd June 2019	PE-160749
3	Harpreet Singh	1.80 L	3rd June 2019	MBA-17007359
4	Prasant Singh	1.44 L	3rd June 2019	PE-150824-99

Placement

Please Note: On 1st day of joining students have to bring original & photocopy of PAN Card, Residence Proof and qualification certificates for completing their joining process.

Thanks & Regards

For Step Up Placements

Authorized Signatory

Date: 4th May 2019

Mi NOTE 7 PRO
AI CAMERA

Regd. Office : 644, 6th Floor, KLG Tower, SCO 22-23, Feroze Gandhi Market, LUDHIANA-141001
Corp. Office : 2nd Floor, Building Opp. Garden Estates, Civil Lines, Ludhiana-141001
Ph: 0161-5100001, 5100009 E-mail : pu@stepuphr.com Website : www.stepuphr.com
Bangalore | Delhi | Mumbai

https://mail.gndec.ac.in/?_task=mail&_frame=1&_mbox=INBOX&_uid=21752&_part=2&_action=get&_extwin=1

1/1

Remove Watermark Now

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1383831487
Applicant ID - 3749408

21-May-2019

Rajat Aggarwal

Dear Rajat,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details.

E-Mail Address : prateek.malhotra@icicibank.com

Telephone No. :

Yours sincerely,

Prateek Malhotra

pdfelement

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remove Watermark Now

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1383831487
Applicant ID - 3749408

21-May-2019

Rajat Aggarwal

Dear Rajat,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in PERSONAL LOANS at NEW DELHI_ROHINI_RO.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 29-May-2019.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

a) **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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Remove Watermark Now

ICICI Bank

Reference No. - 1383831487
Rajat Aggarwal

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.

- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

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Remove Watermark Now

ICICI Bank

Reference No. - 1383831487
Rajat Aggarwal

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.

- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

- **Termination of Employment:** Your services with the Bank are liable to be terminated:

  - Without assigning any reason and without giving any notice during probation period
  - At any time during your services with the Bank in the event of

    a) Any breach of the conditions mentioned in this letter on your part

    b) Any incorrect information furnished by you like:

       - Mismatch in your previous employment data even for a day
       - Mismatch in your previous pay slip
       - Fake qualification certificates etc; and

    c) Suppression of any material information by you.

    d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

pdfelement

ICICI Bank Limited
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Vadodara 390 007, India.

Remove Watermark Now

ICICI Bank

Reference No. - 1383831487
Rajat Aggarwal

- **General:**

  - Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
  - You will be bound by the Rules and Regulations of the Bank.

  - You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

NEHA SHARMA
CHIEF MANAGER

pdfelement

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

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Remove Watermark Now

ICICI Bank

Reference No. - 1383831487
Rajat Aggarwal

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,86,000/- (Rupees One Lakh Eighty Six Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

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ICICI Bank

Reference No. - 1383831487
Rajat Aggarwal

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.

- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Signature of Applicant

pdfelement

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ICICI Bank

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password "option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

1) Self-attested copies of educational certificates and marksheets (X^{th}/XII^{th}/ Graduation/ Post graduation)
2) Work Experience Document
    a. Resignation accepted letter from current organization
    b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
3) Passport size Photograph (against Red background)
4) Address proof (Passport/Voter id/Ration card)
5) PAN Card

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Please note that you are required to attend induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

ICICI Bank Limited
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Old Padra Road,
Vadodara 390 007, India.

ICICI Bank

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Remuneration Details

Name : Rajat Aggarwal
Position: Assistant Manager
Group: RSPPG

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
Supplementary Allowance *	15,500	1,86,000
Superannuation Allowance **	1050	12,600
Total	**23,550**	**2,82,600**
Retirals		
Retirals (PF, Gratuity) ***	1,423	17,076
Total CTC	**24,973**	**2,99,676**
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	**27,223**	**3,26,676**

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 21-May-2019

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Remove Watermark Now

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1383825998
Applicant ID - 3747231

30-May-2019

Akshay Kumar Parjapati

Dear Akshay Kumar,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : prateek.malhotra@icicibank.com

Telephone No. :

pdfelement

Yours sincerely,

Prateek Malhotra

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
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Remove Watermark Now

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1383825998
Applicant ID - 3747231

30-May-2019

Akshay Kumar Parjapati

Dear Akshay Kumar,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in Branch Banking at DELHI- ADARSH NAGAR_BR.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 19-Jun-2019.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

pdfelement

Other Terms and Conditions of Service:

a) **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

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Old Padra Road,
Vadodara 390 007, India.

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ICICI Bank

Reference No. - 1383825998
Akshay Kumar Parjapati

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.

- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

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Remove Watermark Now

ICICI Bank

Reference No. - 1383825998
Akshay Kumar Parjapati

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.

- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

- **Termination of Employment:** Your services with the Bank are liable to be terminated:

  - Without assigning any reason and without giving any notice during probation period
  - At any time during your services with the Bank in the event of

    a) Any breach of the conditions mentioned in this letter on your part

    b) Any incorrect information furnished by you like:

       - Mismatch in your previous employment data even for a day
       - Mismatch in your previous pay slip
       - Fake qualification certificates etc; and

    c) Suppression of any material information by you.

    d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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Vadodara 390 007, India.

Remove Watermark Now

ICICI Bank

Reference No. - 1383825998
Akshay Kumar Parjapati

- **General:**
  - Your appointment and continuation in employment are subject to reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
  - You will be bound by the Rules and Regulations of the Bank.
  - You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

NEHA SHARMA
CHIEF MANAGER

pdfelement

Digitally signed by NEHA SHARMA
Date: 2019.05.30 10:48:32 +05:30
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

Remove Watermark Now

ICICI Bank

Reference No. - 1383825998
Akshay Kumar Parjapati

Annexure:

Remuneration:

- Your Base Salary will be Rs. 84,000/- (Rupees Eighty Four Thousand only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,86,000/- (Rupees One Lakh Eighty Six Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 12,600/- (Rupees Twelve Thousand Six Hundred only) per annum.

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Remove Watermark Now

ICICI Bank

Reference No. - 1383825998
Akshay Kumar Parjapati

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.

- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.

- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

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Signature of Applicant

Digitally signed by NEHA SHARMA
Date: 2019.05.30 10:48:33 +05:30
Reason: Offer Letter
Location: Mumbai

Remove Watermark Now

ICICI Bank

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password "option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

1) Self-attested copies of educational certificates and marksheets (X^{th}/XII^{th}/ Graduation/ Post graduation)
2) Work Experience Document
   a. Resignation accepted letter from current organization
   b. Relieving letter from two previous employers or companies worked in last five years whichever is higher
3) Passport size Photograph (against Red background)
4) Address proof (Passport/Voter id/Ration card)
5) PAN Card

Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

pdfelement

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Regd. Office : ICICI Bank Tower,
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Old Padra Road,
Vadodara 390 007, India.

Remove Watermark Now

ICICI Bank

Remuneration Details

Name : Akshay Kumar Parjapati
Position: Assistant Manager
Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	7000	84,000
Supplementary Allowance *	15,500	1,86,000
Superannuation Allowance **	1050	12,600
Total	**23,550**	**2,82,600**
Retirals		
Retirals (PF, Gratuity) ***	1,423	17,076
Total CTC	**24,973**	**2,99,676**
Performance Linked Retention Pay #	2,250	27,000
Total (incl PLRP)	**27,223**	**3,26,676**

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, LTA, Medical, Canteen and any other allowance
*** Company contribution towards PF is 12% and Gratuity is 8.33%
#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 30-May-2019

Digitally signed by NEHA SHARMA
Date: 2019.05.30 10:48:33 +05:30
Reason: Offer Letter
Location: Mumbai

pdfelement

ICICI Bank Limited
ICICI Bank Towers
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Vadodara 390 007, India.

Remove Watermark Now

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1383915745
Applicant ID - 3867633

06-Sep-2019

Simranjeet Singh

Dear Simranjeet,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : sitanshu.tiwari@icicibank.com

Telephone No. :

pdfelement

Yours sincerely,

Sitanshu Tiwari

Remove Watermark Now

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1383915745
Applicant ID - 3867633

06-Sep-2019

Simranjeet Singh

Dear Simranjeet,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in Branch Banking at LUDHIANA - F G MARKET_BR.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 21-Oct-2019.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

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Other Terms and Conditions of Service:

a) **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remove Watermark Now

ICICI Bank

Reference No. - 1383915745
Simranjeet Singh

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.

- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

Pulkit Jaiman

Remove Watermark Now

ICICI Bank

Reference No. - 1383915745
Simranjeet Singh

- Please note that while joining the s ces of the Bank and during the course of your services with the Bank, you would be requ to notify the Bank immediately with details of civil or criminal case/s instituted against in any Court of Law or any complaint/show cause notice /prosecution with/by any Pc Station or by any statutory authority, as also you will notify any outcome of ch complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discha Any act in breach of this term would entail initiation of appropriate action as deemed fit by Bank.

- The Bank expects resolution of ie/s relating to your employment, if any, within the framework internally, at all times ing your service period and even after cessation of service due to any reason whatsc r. As such please note that any attempt to bring any outside influence - directly or ind tly - upon any authority to further your interest/s in respect of matters pertaining to y services with the Bank would amount to breach of employment contract leading to init n of appropriate action.

- Please note that during the course your services with the Bank, you will not take part in any demonstration/agitation agains Bank and its official/s for or on behalf of any external bodies/political outfits- either as a nber or as a sympathizer. Any act in contravention of the above would be treated as prej ial to the interest and reputation of the Bank leading to initiation of appropriate action.

- **Termination of Employment:** Yo ervices with the Bank are liable to be terminated:

  - Without assigning any reaso d without giving any notice during probation period
  - At any time during your serv with the Bank in the event of

    a) Any breach of the condit mentioned in this letter on your part

    b) Any incorrect informatio nished by you like:

       - Mismatch in your pre s employment data even for a day
       - Mismatch in your pre s pay slip
       - Fake qualification cer ates etc; and

    c) Suppression of any mat information by you.

    d) Any breach of the Rules Regulations of the Bank as applicable/may be made applicable to you from ti o time.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (9) 2653 1414
Fax: (9) 2653 1122
Websit ww.icicibank.com
CIN.: L65 0GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

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Remove Watermark Now

ICICI Bank

Reference No. - 1383915745
Simranjeet Singh

- **General:**
  - Your appointment and contin on in employment are subject to reference checks, qualifications and past employ nt details and successful completion of your course-graduation/post-graduation an ubmission certificates/ marksheets at the time of joining.
  - You will be bound by the Rules Regulations of the Bank.
  - You will keep us informed of an ange in your residential address.

If you are agreeable to the above tioned terms and conditions, please intimate your acceptance to us by returning a cop this letter, duly signed by you, within seven days of receipt. In case no confirmation is rec d within the above-mentioned period the appointment letter shall be deemed to have been wi awn.

Yours sincerely,

NEHA SHARMA
ZONAL RECRUITMENT HEAD

pdfelement

Digitally signed by NEHA SHAR
Date: 2019.09.06 11:34:24 +05:
Reason: Offer Letter
Location: Mumbai

I have read all the terms and conditions he offer and would like to confirm my acceptance.

Signature of Applicant

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (9) 2653 1414
Fax: (9) 2653 1122
Websit ww.icicibank.com
CIN.: L6 0GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remove Watermark Now

ICICI Bank

Reference No. - 1383915745
Simranjeet Singh

Annexure:

Remuneration:

- Your Base Salary will be Rs. 96, /- (Rupees Ninety Six Thousand only) per annum.
- You will eligible for the Performa e Linked Retention Pay, as per the policy of the Bank. Please note that there is no aranteed performance bonus, subject to however provisions of the Payment of B s Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for sequent payouts) would be payable to an employee only if the employee on the day ayout is on the rolls of the bank and he/she has not resigned and/or is serving notice riod.

Supplementary Allowances:

- You will be eligible for a Supplen tary Allowance of Rs. 1,14,000/- (Rupees One Lakh Fourteen Thousand only) annum. Supplementary allowance will include –Conveyance / Travel Allowanc TA, Medical Reimbursement, Canteen and any other allowance. All the components o pplementary allowance are subject to limits and rules prescribed by Income tax act an licies of the bank.
- You will be eligible for HRA of 48,000/- (Rupees Forty Eight Thousand only) per annum.
- The composition of supplemen allowance can be decided once in a year. The unexercised amount of the suppl entary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superа uation Allowance of Rs. 14,400/- (Rupees Fourteen Thousand Four Hundred only) p nnum.

pdfelement

Remove Watermark Now

ICICI Bank

Reference No. - 1383915745
Simranjeet Singh

Benefits:

- Comprehensive Mediclaim Cc age for you and your immediate family up to Rs.400,000/- (Rupees Four La only) per annum. Your immediate family includes yourself, your spouse and depe ent children. You will also be eligible for Retirement Benefits of the Bank; namely vident Fund and Gratuity, in accordance with the statutory requirements and/or, a r Bank policy.

- The salary and perquisites inclu g supplementary allowance are subject to limits and rules prescribed by the Income T Act / Rules and policies of the Company.

- Maternity leave benefits as defir under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women e loyees by the Bank. Details of all types of leaves including the Maternity leave b fits offered to employees and eligibility criteria for availing such benefits are not by the Bank under "Employee Benefit Policies" available on the Bank's intranet w h will be accessible upon joining the Bank.

pdfelement

Signature of Applicant

Digitally signed by NEHA SHARM
Date: 2019.09.06 11:34:24 +05:3
Reason: Offer Letter
Location: Mumbai

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91- 2653 1414
Fax: (91- 2653 1122
Website w.icicibank.com
CIN.: L65 GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

ICICI Bank

JOI G FORMALITIES

The process to join the Bank is by w of completing the online joining formalities. You are required to complete the online joining nalities within 5 days from the date of accepting offer letter. Please note that completion of on joining formalities is a mandatory process.

The login credentials are provided below

URL: https://www.icicicareers.com/Care 'CP/CandidateLogin.aspx

Username: Registered email id or Appl nt id

Password: Which has been already co unicated to you through registered email id. In case, you do not remember the password, ple use "forgot password "option to generate a new password.

Following documents (xerox copies) are uired to be uploaded:

1) Self-attested copies of educatio certificates and marksheets (Xth/XIIth/ Graduation/ Post graduation)
2) Work Experience Document
   a. Resignation accepted lett om current organization
   b. Relieving letter from two vious employers or companies worked in last five years whichever is higher
3) Passport size Photograph (again ed background)
4) Address proof (Passport/Voter id/ ion card)
5) PAN Card

Please note that you are required to atte induction program (I-Banker) on your date of joining. You shall be communicated about the da time and venue for induction program (I-Banker) by your Recruitment Manager.

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ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-2 2653 1414
Fax: (91-2 2653 1122
Website v.icicibank.com
CIN.: L651 6J1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remove Watermark Now

ICICI Bank

Remuneration Details

Name : Simranjeet Singh
Position: Assistant Manager
Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	8000	96,000
HRA	4,000	48,000
Supplementary Allowance *	9,500	1,14,000
Superannuation Allowance **	1200	14,400
Total	**22,700**	**2,72,400**
Retirals		
Retirals (PF, Gratuity) ***	2,466	29,592
Total CTC	**25,166**	**3,01,992**
Total (incl PLRP)	**25,166**	**3,01,992**

* Supplementary allowance will include veyance / Travel allowance, LTA, Medical, Canteen and any other allowance

*** You will be eligible for Retirement Be ts of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requireme and/or, as per Bank policy

#Please note that there is no guaranteec rformance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever a cable.

Date: 06-Sep-2019

Digitally signed by NEHA SHARMA
Date: 2019.09.06 11:34:24 +05:30
Reason: Offer Letter
Location: Mumbai

pdfelement

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91- 2653 1414
Fax: (91- 2653 1122
Website w.icicibank.com
CIN.: L65 GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remove Watermark Now

ICICI Ban

PRIV E AND CONFIDENTIAL

Reference No. - 1383884415
Applicant ID - 3839059

14-Aug-2019

Sahil Sharma

Dear Sahil,

We take great pleasure in extending offer to you for being a part of ICICI Bank.

Please find enclosed the job offer let

Please quote your reference numbe hich is appearing on the top of this letter for all future correspondence.

In case you have any queries please l free to contact at the below mentioned details:

E-Mail Address : sitanshu.tiwa icicibank.com

Telephone No. :

pdfelement

Yours sincerely,

Sitanshu Tiwari

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (9 2) 2653 1414
Fax: (9 2) 2653 1122
Websit ww.icicibank.com
CIN.: L 0GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remove Watermark Now

ICICI Ban

PRIV/ E AND CONFIDENTIAL

Reference No. - 1383884415
Applicant ID - 3839059

14-Aug-2019

Sahil Sharma

Dear Sahil,

We are pleased to make you an of of appointment as Assistant Manager in ICICI Bank. You will be placed in Branch Bankin LUDHIANA - F G MARKET_BR.

The details of your remuneration anc nefits are given in Annexure.

The following are the terms and con ns of the appointment.

Commencement/Term:

a) You shall be required to join the E k on or before 16-Sep-2019.

b) You will be on probation for a p d of one year or such extended period as may be decided by the Bank based on yc performance during the probation period.

c) On satisfactory completion of yc probation period, including that of extended period, if any, you will be confirmed in the vices of the Bank in writing.

Other Terms and Conditions of Serv

- **Professional Ethics & Confide ality:** While you are in the services of the Bank, you are not permitted to carry on an usiness or profession or enter, for any part of your time, in any capacity, the service f, or be employed by or engaged with any other firm, company or person. You will dev your whole time and attention to your office work to promote the interest of the Ban You will not divulge details like your compensation structure (CTC), performance re g, performance bonus amount, increment, etc. and will not divulge to any person utilize any of the Bank's secrets or other related information (which you may poss s by reason of your association with the Bank) with any external agencies, press etc. tside the Bank. Any act in breach of this term would entail initiation of appropriate actic is deemed fit by the Bank.
- **IT Security Practice & Procedu s:** While you are in the services of the Bank, you will adhere to the IT Security Practice Procedures as prescribed by ICICI Bank. Any instance/s of violation or any atter ed violation of the aforesaid IT Security Practices and Procedures on your part shal sult in disciplinary action.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (1 22) 2653 1414
Fax: (1 22) 2653 1122
Websi www.icicibank.com
CIN.: L 90GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

pdfelement

Remove Watermark Now

ICICI Bank

Reference No. - 1383884415
Sahil Sharma

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit, which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

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Remove Watermark Now

ICICI Bank

Reference No. - 1383884415
Sahil Sharma

- Please note that while joining the services of the Bank and during the course of your services with the Bank, you would be required to notify the Bank immediately with details of civil or criminal case/s instituted against you in any Court of Law or any complaint/show cause notice /prosecution with/by any Police Station or by any statutory authority, as also you will notify any outcome of such complaint like filing of Chargesheet /Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

- The Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence - directly or indirectly - upon any authority to further your interest/s in respect of matters pertaining to your services with the Bank would amount to breach of employment contract leading to initiation of appropriate action.

- Please note that during the course of your services with the Bank, you will not take part in any demonstration/agitation against the Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of the Bank leading to initiation of appropriate action.

- **Termination of Employment:** Your services with the Bank are liable to be terminated:

  - Without assigning any reason and without giving any notice during probation period
  - At any time during your services with the Bank in the event of

    a) Any breach of the conditions mentioned in this letter on your part
    b) Any incorrect information furnished by you like:

       - Mismatch in your previous employment data even for a day
       - Mismatch in your previous pay slip
       - Fake qualification certificates etc; and

    c) Suppression of any material information by you.
    d) Any breach of the Rules and Regulations of the Bank as applicable/may be made applicable to you from time to time.

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Remove Watermark Now

ICICI Bank

Reference No. - 1383884415
Sahil Sharma

- **General:**
  - Your appointment and continuation in employment are subject to you being found medically fit by a Bank appointed doctor, reference checks, qualifications and past employment details and successful completion of your course-graduation/post-graduation and submission certificates/ marksheets at the time of joining.
  - You will be bound by the Rules and Regulations of the Bank.
  - You will keep us informed of any change in your residential address.

If you are agreeable to the above mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

NEHA SHARMA
ZONAL RECRUITMENT HEAD

pdfelement

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

Remove Watermark Now

ICICI Bank

Reference No. - 1383884415
Sahil Sharma

Annexure:

Remuneration:

- Your Base Salary will be Rs. 96,000/- (Rupees Ninety Six Thousand only) per annum.

- You will be eligible for Performance Based Variable Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. Bonus/variable pay (including payment deferred for subsequent payouts) would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and/or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 1,62,000/- (Rupees One Lakh Sixty Two Thousand only) per annum. Supplementary allowance will include – HRA, Additional HRA, Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.

- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs. 14,400/- (Rupees Fourteen Thousand Four Hundred only) per annum.

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Remove Watermark Now

ICICI Bank

Reference No. - 1383884415
Sahil Sharma

Benefits:

- Comprehensive Mediclaim Coverage for you and your immediate family up to Rs.400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

pdfelement

Signature of Applicant

Remove Watermark Now

ICICI Bank

JOINING FORMALITIES

The process to join the Bank is by way of completing the online joining formalities. You are required to complete the online joining formalities within 5 days from the date of accepting offer letter. Please note that completion of online joining formalities is a mandatory process.

The login credentials are provided below:

URL: https://www.icicicareers.com/Careers/CP/CandidateLogin.aspx

Username: Registered email id or Applicant id

Password: Which has been already communicated to you through registered email id. In case, you do not remember the password, please use "forgot password "option to generate a new password.

Following documents (xerox copies) are required to be uploaded:

1) Self-attested copies of educational certificates and marksheets (X^{th}/XII^{th}/ Graduation/ Post graduation)
2) Work Experience Document
   b. Resignation accepted letter from current organisation
   c. Relieving letter from two previous employers or companies worked in last five years whichever is higher
3) Passport size Photograph (against Red background)
4) Address proof (Passport/Voter id/Ration card)
5) PAN Card

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Please note that you are required to attend Induction program (I-Banker) on your date of joining. You shall be communicated about the date, time and venue for induction program (I-Banker) by your Recruitment Manager.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remove Watermark Now

ICICI Bank

Remuneration Details

Name: Sahil Sharma
Position: Assistant Manager
Group: RETAIL BANKING GROUP

	Assistant Manager	
	Monthly	Annual
Basic	8000	96,000
Supplementary Allowance*	13,500	1,62,000
Superannuation Allowance **	1200	14,400
Total	**22,700**	**2,72,400**
Retirals		
Retirals (PF, Gratuity) ***	1,626	19,512
Fixed CTC	**24,326**	**2,91,912**
Statutory Bonus****		
Total CTC	**24,326**	**2,91,912**

Performance based variable pay

In addition to the fixed CTC, you will be covered under the Sales Officer Variable Pay Scheme. The payout under the scheme is based on your performance and is laid out as per the Bank's policy. This amount will be payable on a monthly basis. Under the scheme, one can earn upto a maximum of **70% of the gross fixed salary (Gross fixed salary consists of Basic and Supplementary).**

****** Please Note: -** The payment of Bonus act, 1965, will be applicable to you and you will be covered by section 17(b) of the act. With reference to the act, you will be entitled to a **maximum Statutory Bonus of Rs 16800/- per annum**, which will be adjusted against the performance based Variable Pay that you would earn for the year.

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, , LTA, Medical, Canteen and any other allowance

*** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 14-Aug-2019

pdfelement

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remove Watermark Now

Accenture Solutions Private Limited

Letter of Authorization

To whom it may concern

I agree to provide copies of mark sheets and relevant certificates. I understand that employment with Accenture is governed by Accenture Employment Policies as applicable, including satisfactory information from a background check and reference check.

I hereby certify all of the statements made on the Accenture Solutions Private Limited Employment Application Form are true and complete and I understand that omission or misrepresentation of any fact may result in refusal of employment or immediate dismissal.

"I hereby declare and affirm that:

- I am not an undischarged insolvent and that I have never applied to any court of law to be adjudicated as an insolvent.
- No criminal charges have ever been framed against me by any court of law.
- I have not been convicted by any court for any offence involving moral turpitude.
- I have not been involved or been party to any financial or economic crimes in any manner whatsoever.
- I have never been involved or been party to any terrorist activities.

I agree and understand that, if at any time hereinafter, any or all of the above statements are found to be false / untrue, the company shall, without prejudice to its other rights, shall have the right to forthwith terminate my services and also initiate appropriate legal proceedings against me. I further agree and understand in the event of such termination, I shall not be entitled to any compensation or benefits whatsoever"

I hereby authorize Accenture Solutions Private Limited and its representative to verify information provided in my resume and application of employment, and to conduct enquiries as may be necessary, at the company's discretion. I **authorize Accenture Solutions Private Limited and its representative to initiate the necessary enquiries/checks with immediate effect; barring my current employment.** Verification of my current employment can be initiated on or after the date of joining. I also authorize Accenture Solutions Private Limited and its representative to initiate reference checks with the references provided by me with immediate effect.

I authorize all persons who may have information relevant to this enquiry to disclose it to Accenture Solutions Private Limited or its representative. I release all persons from liability on account of such disclosure.

Signature : Tavleenkaur

Full Name in Capitals: TAVLEEN KAUR

Date of Signature : 26/06/2019

Note instruction:

Kindly do not paste Digital Signatures. Please print this page and sign it. Mention your Name & Date, scan the form and upload OR share it with the recruitment Point Of Contact.

Remove Watermark Now

Accenture Solutions Private Limited

Letter of Authorization

To whom it may concern

I agree to provide copies of mark sheets and relevant certificates. I understand that employment with Accenture is governed by Accenture Employment Policies as applicable, including satisfactory information from a background check and reference check.

I hereby certify all of the statements made on the Accenture Solutions Private Limited Employment Application Form are true and complete and I understand that omission or misrepresentation of any fact may result in refusal of employment or immediate dismissal.

"I hereby declare and affirm that:

- I am not an undischarged insolvent and that I have never applied to any court of law to be adjudicated as an insolvent.
- No criminal charges have ever been framed against me by any court of law.
- I have not been convicted by any court for any offence involving moral turpitude.
- I have not been involved or been party to any financial or economic crimes in any manner whatsoever.
- I have never been involved or been party to any terrorist activities.

I agree and understand that, if at any time hereinafter, any or all of the above statements are found to be false / untrue, the company shall, without prejudice to its other rights, shall have the right to forthwith terminate my services and also initiate appropriate legal proceedings against me. I further agree and understand in the event of such termination, I shall not be entitled to any compensation or benefits whatsoever"

I hereby authorize Accenture Solutions Private Limited and its representative to verify information provided in my resume and application of employment, and to conduct enquiries as may be necessary, at the company's discretion. **I authorize Accenture Solutions Private Limited and its representative to initiate the necessary enquiries/checks with immediate effect; barring my current employment.** Verification of my current employment can be initiated on or after the date of joining. I also authorize Accenture Solutions Private Limited and its representative to initiate reference checks with the references provided by me with immediate effect.

I authorize all persons who may have information relevant to this enquiry to disclose it to Accenture Solutions Private Limited or its representative. I release all persons from liability on account of such disclosure.

Signature : Rakki

Full Name in Capitals: RAKHI KUMARI

Date of Signature : 26/06/2019

Note instruction:

Kindly do not paste Digital Signatures. Please print this page and sign it. Mention your Name & Date, scan the form and upload OR share it with the recruitment Point Of Contact.

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Conjoinix
An ISO 9001:2015 Company

Conjoinix Total Solutions Private Limited
SCO 91-92-93, Level – III, Sector 34-A
Chandigarh – 160022 UT (INDIA)
Phone : +91 172-5018177

Email : contact@conjoinix.com Website : www.conjoinix.com

Ref No : CTS/HR/LOI(P)/2018-19/1157 Date: 13/11/2018

LETTER OF INTENT FOR PLACEMENT
(PROVISIONAL)

With reference to your Application, based on your Interview & your commitment to join the company on the accepted terms, this Letter of Intent is issued by Conjoinix Total Solutions Pvt Ltd. Chandigarh to **Mr. Harwinder Singh** S/o S. Jagtar Singh, Address ***VPO Jarg, Teh Payal, Distt. Ludhiana, PB*** as per below given terms and conditions :-

Terms and Conditions :

1. We accept your candidature of employment in Conjoinix on successful completion of your Up skilling and Grooming programme.
2. You are required to attend the Up skilling and Grooming Programme for period as defined by the company i.e. 350 hours over a maximum period of 6 months.
3. On successful clearing of the Up skilling and Grooming Programme and successful completion of your ongoing Graduation / Post-Graduation, if any, the company will issue the employment letter with immediate date of joining or as mutually agreed. You will be on probation for a period of 6 months on joining the company.
4. Based on your skills, capabilities and company's requirement the company can deploy you at different locations across the country or abroad.
5. Your starting Salary will be based on your performance in the Up skilling and Grooming Programme and the Scale of the location you are placed. It will be equal to or higher than the starting salary of the respective scale.
6. You will deposit self certified copies of your Pan Card, Aadhar card, Driving license, high school certificate, Twelfth class Certificate, Graduation certificate, Diploma Certificate and Refundable Security deposit of Rs 60,000/- by 21st Nov 2018 for your candidature for Up skilling and Grooming Programme and employment to stand. On deposit of above the letter of Intent will be issued to you.
7. Your Up skilling and Grooming programme will start in first week of Jan 2019 or as intimated to you by the company.

Best wishes and regards,

For Conjoinix Total Solutions Pvt Ltd.

(Authorised Signatory)

Listed amongst

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Conjoinix
An ISO 9001:2015 Company

Conjoinix Total Solutions Private Limited
[illegible]

Email: [illegible] Website: [illegible]

Ref No: CTS/HR/LOI/PV/2018-19/1156 Date: 13/11/2018

LETTER OF INTENT FOR PLACEMENT
(PROVISIONAL)

With reference to your Application, based on your interview & your commitment to join the company on the accepted terms, this Letter of Intent is issued by Conjoinix Total Solutions Pvt Ltd, Chandigarh to **Mr. Gurdeep Singh**, S/o S. Sadhu Singh, Address ***Cheema Patti, VPO Mehal Kalan, Barnala*** as per below given terms and conditions :-

Terms and Conditions :

1. We accept your candidature of employment in Conjoinix on successful completion of your Up skiling and Grooming programme.
2. You are required to attend the Up skilling and Grooming Programme for period as defined by the company i.e. 350 hours over a maximum period of 6 months.
3. On succesful cleaning of the Up skilling and Grooming Programme and successful compretion of your ongoing Graduation / Post-Graduation, if any, the company will issue the employment letter with immediate date of joining or as mutually agreed. You will be on probation for a period of 6 months on joining the company.
4. Based on your skills, capabilities and company's requirement the company can deploy you at different locations across the country or abroad.
5. Your starting Salary will be based on your performance in the Up skilling and Grooming Programme and the Scale of the location you are placed. It will be equal to or higher than the starting salary of the respective scale.
6. You will deposit self certified copies of your Pan Card, Aadhar card, Driving license, high school certificate, Twelfth class Certificate, Graduation certificate, Diploma Certificate and Refundable Security deposit of Rs 60,000/- by 21st Nov 2018 for your candidature for Up skilling and Grooming Programme and employment to stand. On deposit of above the letter of intent will be issued to you.
7. Your Up skilling and Grooming programme will start in first week of Jan 2019 or as intimated to you by the company.

Best wishes and regards,

For Conjoinix Total Solutions Pvt Ltd.

(Authorised Signatory)

Listed amongst
[illegible]

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Scanned by CamScanner

Infosys
Navigate your next
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HRD/FINALSEMTRG/2018/12656345

December 27, 2018

Rakhi Kumari.

Guru Nanak Dev Engineering College.

Dear Rakhi,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____between you (**"Trainee"** hereafter) and Infosys Limited(**"Infosys"** hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **January 28, 2019**
2. Duration of the program : **16 Weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by designated Infosys personnel) and back to your university upon completion of the Program. Additionally, should you be required to travel between the Infosys offices located in different cities as part of your project, Infosys shall bear the cost of such travel. Your entitlements shall be communicated to you at that time.

A break-up of the benefits that you are eligible for is mentioned below:

Accommodation	**Provided by the Company at no charge for the entire duration of the Program**
Stipend	**Rs.10,000/- per month**

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You would also be covered under the Personal Accident Insurance and Hospitalization Insurance of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with Infosys policies.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
Date: 2018.12.27 15:32:19 +05:30
Reason: Internship Offer Letter
Location: Bangalore

Solitaire Infosys

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OFFER LETTER

MCA 1729617 1701408

Date:23rd Oct ,2018

Mr./Ms. Ravinder Singh

Greetings from Solitaire Infosys Pvt. Ltd.

Congratulations!!!

Reference to your interview with **Solitaire Infosys Pvt. Ltd. on date 20.10.2018. You** are hereby informed that we are offering you an employment in our organization at **Mohali/Patiala** Office. **Your Total Cost To Company (CTC) would be 2.2 LPA . Employment Confirmation & Detailed appointment letter with compensation will only be issued and this package will start after successful completion of Training & Probation period (Terms Explained Below) with the company.**

Designation: Jr. Software Developer **Location:** Mohali/Patiala

Terms & Conditions:

Your Training joining date will be from **1st Jan , 2019**, after which there would be a **mandatory training of 6 months (Jan to June, 2019)** followed by a **probation period of 3 months (July to September 2019)**, which is subject to further extension of 3 months depending upon your performance in training and probation period.

Successful Training: 6 months of training i.e. starting from with effect from 1st-Jan-2019.

In training every month there will be tests and overall 75% minimum has to be achieved every month for 6 months for successful completion of training.

In case monthly tests are not up to the mark, company has every right to terminate the training and no probation period will be starting. Once training is successfully completed and confirmed by company, only then probation period will start.

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Received Ravinder Singh 30-10-2018

Mob - 8968840240

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Successful Probation: After 3 months of successful training, once confirmed by the company then only probation period will be starting.

Stipend of Rs 5000 will be given in probation every month subject to good performance and adherence of all the company policies.

Performance evaluation will be done on monthly basis by the Project Mangers & HR Managers to evaluate the probation period. Not found satisfactory, will either lead to extension of probation period or termination.

During Training & Probation: 6 days of working, 9 working hours per day, No Saturdays Off.

No leaves are entitled for initial 6 months of training and 3 months of probation period.

Note: Any kind of misconduct in performance/behavior or not following the Company Norms will lead to Termination without any notice.

You will be associated with the organization as an employee for a **period of 2 years** starting from **1st Oct 2019**, which would be mentioned in an agreement to be signed at the start of training day.

At the time of Training, you would be required to bring along the following documents and all these mentioned documents have to be submitted between 20th Dec to 25th Dec-2018 positively.

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- Original educational certificates of class 10th or 12th would be kept with the organization till the time you are working with us.
- Two photographs and Photocopy of all qualification certificates.
- One id proof, photocopy (Driving License/Pan Card/Passport/Aadhar Card) .

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Solitaire Infosys

If any of the above documents is omitted or not submitted as per the aforesaid dates or you don't show up between mentioned stipulated time, your placement would automatically be forfeited without any intimation.

Submission of Documents: 20th Dec to 25th Dec , 2018 at 10.30am (No submission of documents will be entertained before and after these dates).

Reporting time on the first day of training is 9:00 am.

In case of any other query, please write back to **manishasolitaire@slinfy.com**

Authorized Signatory

Human Resource

Solitaire Infosys Pvt. Ltd.

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ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1383825998
Applicant ID - 3747231

30-May-2019

Akshay Kumar Parjapati

Dear Akshay Kumar,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : prateek.malhotra@icicibank.com

Telephone No. :

Yours sincerely,

Prateek Malhotra

pdfelement

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

Remove Watermark Now

ICICI Bank

PRIVATE AND CONFIDENTIAL

Reference No. - 1383825998
Applicant ID - 3747231

30-May-2019

Akshay Kumar Parjapati

Dear Akshay Kumar,

We are pleased to make you an offer of appointment as Assistant Manager in ICICI Bank. You will be placed in Branch Banking at DELHI- ADARSH NAGAR_BR.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join the Bank on or before 19-Jun-2019.
- You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

a) **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

b) **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

Confidential

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

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ICICI Bank

Reference No. - 1383825998
Akshay Kumar Parjapati

- **Notice Period:** In case you decide to leave the Bank's services during probation period, you will be required to give forty-five days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  In case you decide to leave the Bank's services after confirmation, you will be required to give ninety days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

  After confirmation, your services would be liable to be terminated by the Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.

- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
- Please note that during the course of your services with the Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with the Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of the Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Bank.
- Please note that during the course of your services with the Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.

Business Partnership

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel.: (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website www.icicibank.com
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,
Near Chakli Circle,
Old Padra Road,
Vadodara 390 007, India.

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HERO
STEELS LIMITED

23rd October, 2019

Mr. Diljeet Singh Seeray,
#37 Star colony,Near UVM School,
Manaiwal,
Ludhiana.

SUBJECT: LETTER OF INTENT

Dear *Mr Seeray,*

With reference to your interview with us & further discussion, we intend to offer you the post of GET – Quality the roll of our company Hero Steels Limited, on terms & conditions discussed & agreed upon. **You will be based at Ludhiana Office.**

Kindly join your duty on or before **1st Nov, 2019 at Hero Steels Limited, Hero Nagar, G. T. Road, Ludhiana.**

1. Photocopies of Date of birth, Educational Qualifications, relieving certificate and other related certificates.
2. Five copies of recent passport size photograph
3. Original Medical fitness certificate from a qualified allopathic doctor.
4. Experience certificate from previous employers.
5. Salary slip/ salary proof of last employer.
6. Copy of PAN Number and Aadhaar Card
7. Copy of Form-16 or taxable income certificate from previous employer (if applicable).
8. Family member's details (with date of birth).
9. Two Identity Proof's.

The detailed appointment letter will be issued to you on your joining the company and complying with the above joining formalities.

We welcome you to our company and wish you all the best for a long and fruitful career in Hero Group.

Yours Sincerely,

Deepak Jain
Sr. Manager-Human Resources

Regd. Office : 264, Okhla Industrial Estate, Phase-III, New Delhi-110020
Works : Hero Nagar, Sua Road, GasPura, Ludhiana-141003
Phones : +91-161-4080000 Fax : +91-161-4080001
CIN : U28999DL2010PLC205906
www.herosteels.com / info@herosteels.com

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KGOC

Ref. No KT/2019-20/

Dated: 21.10.2019

Mr. Gaurav Sharma
H no-27, W no 22, St no-6,
New Guru Arjun Dev Nagar
Moga

Subject: Offer Letter

Dear Mr. Gaurav,

With reference to your application and subsequent interviews we take immense pleasure in offering you the position of **"GET" in Engineering** department at the gross emoluments as discussed and agreed.

You will be posted **at Focal Point, Ludhiana.**

The detailed terms & conditions governing your appointment will be given in the appointment letter, which will be released on your joining the company.

You are advised to join us on or before **22-10-2019** along with the following documents:

1. Age proof (10th class certificate document)
2. Attested copies of academic and professional certificates/diplomas/degrees
3. 4 Photographs (Passport size)
4. Address Proof (A copy of Aadhar Card, Voter Card, Driving License & Bank A/C details)
5. PAN Card, if applicable
6. Relieving Letter from previous employer along with formno.12BB, PF No with UAN
7. Medical Fitness Certificate from the empanelled Medical Officer at Kangaro Industries

Please note that all information submitted by you shall be correct. Any incorrect information furnished by you may lead to cancellation of Offer Letter and the subsequently release of appointment letter.

You are required to report, HR Department, Focal Point, Ludhiana for joining formalities & further allocation of responsibilities.

Please sign the duplicate copy of this letter as a token of acceptance and return the same to us for records.

With best wishes,

For Kangaro Tools

Ajay Aggarwal
(Vice President-HR)

KANGARO TOOLS LUDHIANA

I confirm acceptance of Offer Letter.

Gaurav Sharma

(Signature)

Date 21.10.2019

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Name		Mr. Gourav Sharma		
Designation		GET		
Location		Focal Point, Ludhiana		
SN	**Salary Components**	**Monthly Salary**		**Remarks**
1	Basic	15015		
2	HRA	5255		
3	Transport Allowance	770		
4	Spl. Allowance	0		
Gross Salary Compensation		**21040**		
5	Provident Fund (Employer's	1802		
6	Bonus	2240		
Total Compensation (CTC)		**25082**		
Cash in Hand (After deduction PF)		**19238**		

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EcoStan®
Making World Better Place

GST NO: 03AAECE2385H1ZU

Dated: 27th Aug 2019

TO,
Mr. Bhavdeep Singh
Phone: **+91-99889-95504**
Email: **bhavdeep47@gmail.com**

Dear Bhavdeep,

Subject: Offer Letter

Thank you for exploring career opportunities with **ECOSTAN INDIA PRIVATE LIMITED.** You have successfully completed our 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 **Sales & Marketing Executive.** You must look after complete work as mentioned in the scope of work which will be the part of your Job Description & Scope of Work, which is annexed with this Offer Letter as Annexure – A, the Job Description & Scope of work can be altered time to time depending on the company polices.

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1. Your location of posting will be Ludhiana, Punjab at the Corporate office of ECOSTAN.
2. You will be reporting to Director & Business Development Manager as mentioned in your Scope of Work at ECOSTAN (Annexure – A).

Kindly confirm your acceptance of this offer by replying to this email. If you will not accept within 7 days, it will be constructed that you are not employed, and this offer will be automatically stand cancel.
After acceptance of this letter a, letter of appointment will be issued to you on your joining date after completing the joining formalities as per company policy, your joining date will be **02nd September 2019.**
In the event of you not being able to join on or before the joining date mentioned, please intimate in writing failing which this offer letter is deemed to lapse.
Kindly note that this offer is subject to your submission of all required documents, and acceptable feedback from your professional references. By accepting this offer you provide consent to conduct the necessary reference and background checks.

On your joining you are required to submit the required documents as mentioned in clause (2) Submission of Documents, of this offer letter.

Terms & Conditions of Service

Working Hours:

Your working hours will be of 08.30 hours staring from 09.30 AM to 06.00 PM. Lunch Break will be for 15 minutes only.

The timing may change depends on the company rules and regulations.

Increments and Promotions:

Your performance and contribution to ECOSTAN will be an important consideration for salary increments and promotions. Which are based on targets set off and achieved by you within the given timeframes. The targets & timelines are to be approved by the Director, Chief Sales Office (CMO) or Chairman of the Company.

Alternative Occupation/Employment:

Either During the period of your traineeship (probation period of 3 Months) or during of your employment as a confirmed employee of ECOSTAN, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission from ECOSTAN's Director, Managing Director or Chairman.

Non-Compete, Non-Solicitation & Non-Disclosure of Confidential Information Agreement:

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

Clause (1)

Jurisdiction:

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

Termination from Services:

ECOSTAN shall give one month's notice for termination of services or one-month salary in lieu thereof. No notice or payment in lieu thereof shall be payable by ECOSTAN when the services are terminated on account of any misconduct, either during the period of probation period or full-time employment. During your tenure with ECOSTAN, either you or ECOSTAN can terminate the appointment by giving 30 calendar days written notice or 1 month's basic salary in lieu of the notice.

Retirement:

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

Clause (2)

Submission of Documents:

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

- Permanent account number (PAN) Card.
  You are required to submit a copy of your PAN card along with other documents as mentioned herein immediately on joining.
  As per Indian Income Tax rules, the PAN number is mandatory requirement for processing salary.
- Matric and Senior Secondary marks sheets
- Degree Certificate and marks sheet for semesters
- Postgraduate degree certificate and marks sheets for all semester (if you are a Postgraduate)
- Birth Certificate/Proof of Age
- 2 Passport Size photograph
- Address Proof (Passport or Aadhar Card)
- If you were employed, a formal release & experience letter from your previous employer
- And Last 3 months' salary slips as applicable

On joining you will be required to complete

- Bank Account details
- Family dependent details

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Annexure: A

EcoStan Executive (Sales & Marketing) Role & Scope of Work:

The Role of the Executive (Sales & Marketing)

A Sales & Marketing Executive promotes the product and service to the customers and negotiate contracts with the aim of maximising the company's profit. Sales & Marketing Executive is the key point of contact between an organisation and its clients answering queries, offering advice and introducing new products.

Job Description

- To generate leads & identify within targeted leads and initiate the sales process.
- Actively seek out new sales opportunities through cold calling, networking and social media.
- Build network and spheres of influence in order to grow prospect lists.
- Set up meetings with potential clients.
- Prepare and deliver presentations on products/services.
- Negotiate the terms of an agreement and close sales.
- Listen to customer requirements and present appropriately to make sale.
- Maintain and develop relationships with existing customers in person and via telephone calls and emails.
- Listen and draw out the concerns /problems of others to identify possible solutions.
- Prepare and report on goals, sales and prospects.
- Act as a contact between a company and its existing and potential markets.

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Your present and permanent address is a part of company records and you are expected to inform the company about any change in your address and telephone numbers.

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EcoStan®
Making World Better Place

GST NO: 03AAECE2385H1ZU

Annexure: B

Find Below your compensation details

Your Annual CTC would be Rs. 3.42 lacs pa

Fixed – Rs. 2.22 Lacs pa
Variable- Rs. 1.20 Lacs pa

We are looking forward to having you in our team

Regards
Maninderjit Singh
(Director Business Development)

I agree to the above and attached terms & conditions Bhavdeep Singh Dated 28-08-19

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Subject **FW: Offer Letter, GAT - Nestle India Limited**
From Gupta,Pratishtha,MOGA,Business Partnering <Pratishtha.Gupta@in.nestle.com>
To abhishekthatkur0101@gmail.com <abhishekthatkur0101@gmail.com>
Cc tpo@gndec.ac.in <tpo@gndec.ac.in>, Sadiq,Karuna,MOGA,HR Services <Karuna.Sadiq@in.nestle.com>, Arora,Sachin,MOGA,HR Services <Sachin.Arora@IN.nestle.com>
Date 2019-08-05 11:42

- Medical Test List - Factories.pdf (~190 KB)
- Medical Fitness Certificate for Factories.pdf (~132 KB)
- Personal data sheet.docx (~106 KB)

Dear Abhishek,

Congratulations on your selection with Nestle India Limited for the position of **Graduate Apprentice Trainee**. Your appointment would be for the period of **12 months** during which you will receive a stipend of **Rs. 15,000/month**.

You are required to join us on **12th August, 2019, Monday.**
Please send us your acceptance on this mail by today itself and fill and send the Personal Data Sheet to us the 7th.
You are required to carry with you the following documents on the day of joining :-

1. Original education certificates along with one set of photocopies.
   10th, 12th, all semester mark-sheets and Degree Certificate.(Provisional Degree certificate in case, degree has not been allotted yet)
2. 6 Passport size photographs.
3. Copy of PAN card.
4. Medical reports (Medical Tests to be done as per the list attached with the mail) *(Also carry the original bills for reimbursement)*
5. Medical fitness certificate. (As attached with the mail)
6. Permanent residence proof - Driving License/ Voter ID Card/ Passport

As per the ruling of IT Department its mandatory to have a PAN number. Please ensure that you have your PAN number with you on the day of joining. Please note it will not be possible for us to complete the joining formalities without the PAN number. In case you do not have PAN card or number please click on the link below to apply for it online.
https://tin.tin.nsdl.com/pan/index.html
In case of any clarification feel free to get in touch with me.
Looking forward to meeting you at Moga.
Best Regards,
Pratishtha Gupta
Assistant Manager, Human Resources
01636-512259

pdfelement

Remove Watermark Now

Subject **Re: Offer Letter, GAT - Nestle India Limited**

From Abhishek Thakur <abhishekthakur0101@gmail.com>

To Gupta,Pratishtha,MOGA,Business Partnering <Pratishtha.Gupta@in.nestle.com>

Cc tpo@gndec.ac.in <tpo@gndec.ac.in>, Arora,Sachin,MOGA,HR Services <Sachin.Arora@in.nestle.com>, Sadiq,Karuna,MOGA,HR Services <Karuna.Sadiq@in.nestle.com>

Date 2019-08-06 17:36

Accepted.

On Tue, 6 Aug, 2019, 5:22 PM Gupta,Pratishtha,MOGA,Business Partnering, <Pratishtha.Gupta@in.nestle.com> wrote:

Dear **Navodit,**

Congratulations on your selection with Nestle India Limited for the position of **Graduate Apprentice Trainee**. Your appointment would be for the period of **12 months** during which you will receive a stipend of **Rs. 15,000/month**.

You are required to join us on **12th August, 2019, Monday.**

Please send us your acceptance on this mail by today itself and fill and send the Personal Data Sheet to us by the 7th.

You are required to carry with you the following documents on the day of joining :-

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4. Medical reports (Medical Tests to be done as per the list attached with the mail) *(Also carry the original bills for reimbursement)*

5. Medical fitness certificate. (As attached with the mail)

6. Permanent residence proof - Driving License/ Voter ID Card/ Passport

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https://tin.tin.nsdl.com/pan/index.html

In case of any clarification feel free to get in touch with me.

Looking forward to meeting you at Moga.

pdfelement

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Best Regards,

Pratishtha Gupta

Assistant Manager, Human Resources

01636-512259

pdfelement

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Subject **Offer Letter, GAT - Nestle India Limited**

From Gupta,Pratishtha,MOGA,Business Partnering <Pratishtha.Gupta@in.nestle.com>

To parvinderldh3@gmail.com <parvinderldh3@gmail.com>

Cc Arora,Sachin,MOGA,HR Services <Sachin.Arora@IN.nestle.com>, Sadiq,Karuna,MOGA,HR Services <Karuna.Sadiq@in.nestle.com>, Singh,Ravi,MOGA,Business Partnering <Ravi.Singh@IN.nestle.com>, tpo@gndec.ac.in <tpo@gndec.ac.in>

Date 2019-08-21 15:31

- Medical Test List - Factories.pdf (~190 KB)
- Medical Fitness Certificate for Factories.pdf (~132 KB)
- Personal data sheet.docx (~106 KB)

Dear **Parvinder**,

Congratulations on your selection with Nestle India Limited for the position of **Graduate Apprentice Trainee**. Your appointment would be for the period of **12 months** during which you will receive a stipend of **Rs. 15,000/month**.

You are required to join us on **26th August, 2019, Monday at Nestlé Moga at 8:30 a.m.**
Please send us your acceptance on this mail by today itself and fill and send the Personal Data Sheet to us by the 22nd.

You are required to carry with you the following documents on the day of joining :-

1. Original education certificates along with one set of photocopies.
   10th, 12th, all semester mark-sheets and Degree Certificate.(Provisional Degree certificate in case, degree has not been allotted yet)
2. 6 Passport size photographs.
3. Copy of PAN card.
4. Medical reports (Medical Tests to be done as per the list attached with the mail) *(Also carry the original bills for reimbursement)*
5. Medical fitness certificate. (As attached with the mail)
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https://tin.tin.nsdl.com/pan/index.html

In case of any clarification feel free to get in touch with me.

Looking forward to meeting you at Moga.

Best Regards,
Pratishtha Gupta
Assistant Manager, Human Resources
01636-512259

pdfelement

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Subject **Re: FW: Offer Letter, GAT - Nestle India Limited**
From Savitoj Singh <savitojsinghsaini@gmail.com>
To Gupta,Pratishtha,MOGA,Business Partnering <Pratishtha.Gupta@in.nestle.com>
Cc tpo@gndec.ac.in <tpo@gndec.ac.in>, Sadiq,Karuna,MOGA,HR Services <Karuna.Sadiq@in.nestle.com>, Arora,Sachin,MOGA,HR Services <Sachin.Arora@in.nestle.com>
Date 2019-08-09 18:03

- Medical test reports SAVITOJ.pdf (~3.1 MB)

Good Evening
I am sending the Medical test reports and Medical Fitness Certificate.
Please find the attachment.
Savitoj Singh.

On Mon, Aug 5, 2019 at 11:23 AM Gupta,Pratishtha,MOGA,Business Partnering <Pratishtha.Gupta@in.nestle.com> wrote:

Dear **Savitoj,**

Congratulations on your selection with Nestle India Limited for the position of **Graduate Apprentice Trainee**. Your appointment would be for the period of **12 months** during which you will receive a stipend of **Rs. 15,000/month**.

You are required to join us on **12th August, 2019, Monday.**

Please send us your acceptance on this mail by today itself and fill and send the Personal Data Sheet to us by the 7th.

pdfelement

You are required to carry with you the following documents on the day of joining :-

1. Original education certificates along with one set of photocopies.

   10th, 12th, all semester mark-sheets and Degree Certificate.(Provisional Degree certificate in case, degree has not been allotted yet)

2. 6 Passport size photographs.
3. Copy of PAN card.
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As per the ruling of IT Department its mandatory to have a PAN number. Please ensure that you have your PAN number with you on the day of joining. Please note it will not be possible for us to complete the joining formalities without the PAN number. In case you do not have PAN card or number please click on the link below to apply for it online.

https://tin.tin.nsdl.com/pan/index.html

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In case of any clarification feel free to get in touch with me.

Looking forward to meeting you at Moga.

Best Regards,

Pratishtha Gupta

Assistant Manager, Human Resources

01636-512259

pdfelement

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Subject **Offer Letter, GAT - Nestle India Limited**
From Gupta,Pratishtha,MOGA,Business Partnering <Pratishtha.Gupta@in.nestle.com>
To diljeetseeraysingh@gmail.com <diljeetseeraysingh@gmail.com>
Cc tpo@gndec.ac.in <tpo@gndec.ac.in>, Sadiq,Karuna,MOGA,HR Services <Karuna.Sadiq@in.nestle.com>, Arora,Sachin,MOGA,HR Services <Sachin.Arora@IN.nestle.com>
Date 2019-08-05 11:22

- Medical Test List - Factories.pdf (~190 KB)
- Medical Fitness Certificate for Factories.pdf (~132 KB)
- Personal data sheet.docx (~106 KB)

Dear Diljeet,

Congratulations on your selection with Nestle India Limited for the position of **Graduate Apprentice Trainee**. Your appointment would be for the period of **12 months** during which you will receive a stipend of **Rs. 15,000/month**.

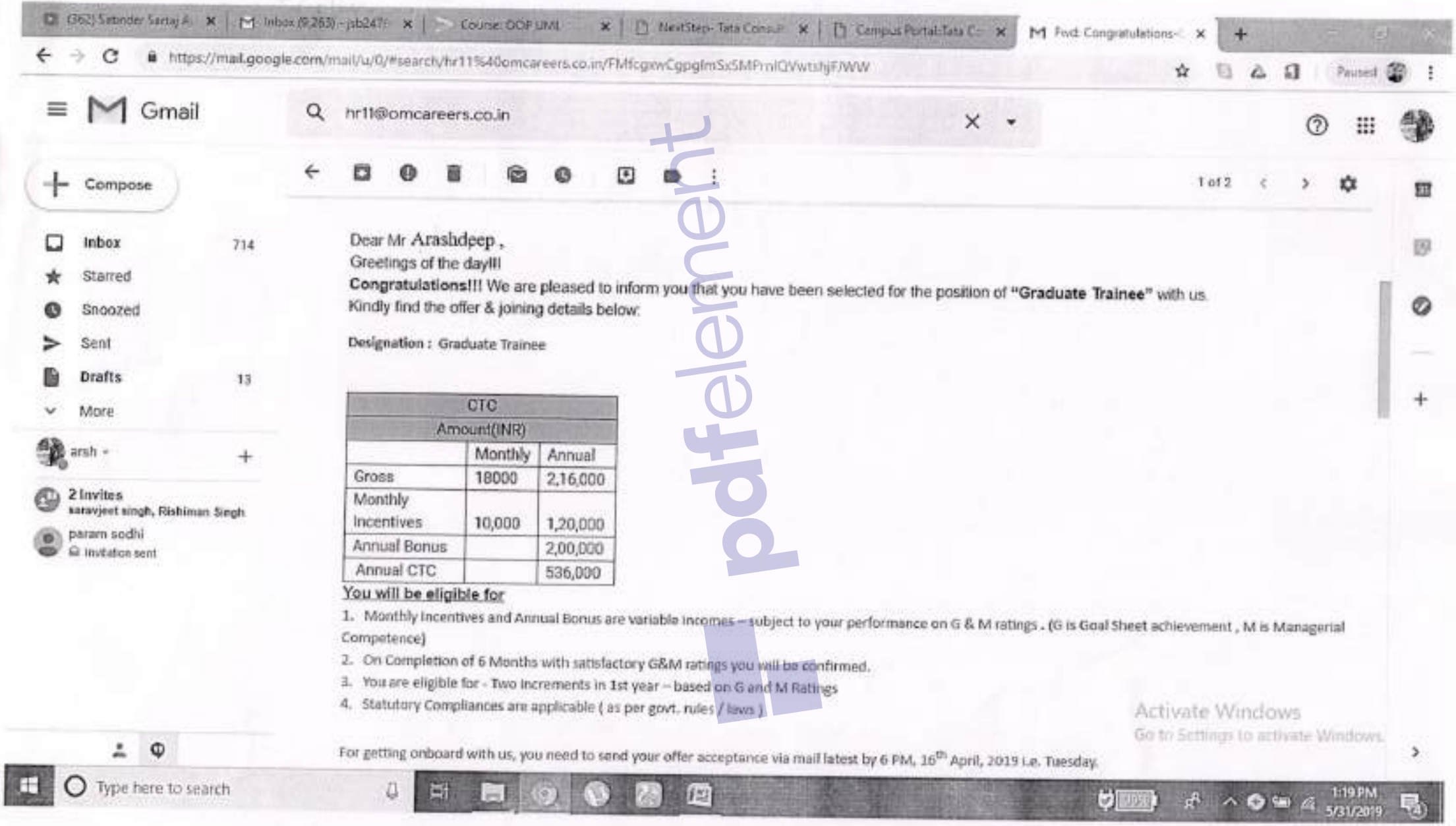
You are required to join us on **12th August, 2019, Monday.**
Please send us your acceptance on this mail by today itself and fill and send the Personal Data Sheet to us by the 7th.
You are required to carry with you the following documents on the day of joining :-

1. Original education certificates along with one set of photocopies.
   10^{th}, 12^{th}, all semester mark-sheets and Degree Certificate.(Provisional Degree certificate in case, degree has not been allotted yet)
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3. Copy of PAN card.
4. Medical reports (Medical Tests to be done as per the list attached with the mail) *(Also carry the original bills for reimbursement)*
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https://tin.tin.nsdl.com/pan/index.html
In case of any clarification feel free to get in touch with me.
Looking forward to meeting you at Moga.
Best Regards,
Pratishtha Gupta
Assistant Manager, Human Resources
01636-512259

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Inbox 714
Starred
Snoozed
Sent
Drafts 13
More

arsh

2 Invites
saravjeet singh, Rishiman Singh

param sodhi
Invitation sent

1 of 2

Dear Mr Arashdeep ,
Greetings of the day!!!
Congratulations!!! We are pleased to inform you that you have been selected for the position of **"Graduate Trainee"** with us.
Kindly find the offer & joining details below:

Designation : Graduate Trainee

CTC		
Amount(INR)		
	Monthly	Annual
Gross	18000	2,16,000
Monthly Incentives	10,000	1,20,000
Annual Bonus		2,00,000
Annual CTC		536,000

You will be eligible for

1. Monthly Incentives and Annual Bonus are variable incomes – subject to your performance on G & M ratings . (G is Goal Sheet achievement , M is Managerial Competence)
2. On Completion of 6 Months with satisfactory G&M ratings you will be confirmed.
3. You are eligible for - Two increments in 1st year – based on G and M Ratings
4. Statutory Compliances are applicable (as per govt. rules / laws)

For getting onboard with us, you need to send your offer acceptance via mail latest by 6 PM, 16th April, 2019 i.e. Tuesday.

pdfelement

Activate Windows
Go to Settings to activate Windows.

Type here to search

1:19 PM
5/31/2019

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Subject **REGARDING CAMPUS DRIVE OF CAPITAL LIFE MARKET RESEARCH**
From Khushboo Choudhary <hr.khushboo.capitallife@gmail.com>
To <tpo@gndec.ac.in>
Cc hr.rashmi.capitallife <hr.rashmi.capitallife@gamil.com>
Date 2019-01-08 16:58

Good Afternoon,

On behalf of Capital Life Market Research, I would like to extend our appreciation for the amazing work done by you and your team during interview process. Your hard work and determination were paid off resulting in the successful completion of the process.

I would like to congratulate to all candidates shortlisted for respective profile

.As per your discussion with Ms. Rashmi, joining date will be 24 Jan 2019, their reporting time will be 12:00 PM.

Name of students:
Mansimar Singh
Mohit Bassi
Mohammad Khalid
Girish Arora
Harsh Gupta

Thanks & Regards,
Khushboo Choudhary
HR executive
Capital Life Market Research
09522875741

pdfelement

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Subject **Offer Letter, GAT - Nestle India Limited**
From Gupta,Pratishtha,MOGA,Business Partnering <Pratishtha.Gupta@in.nestle.com>
To parvinderldh3@gmail.com <parvinderldh3@gmail.com>
Cc Arora,Sachin,MOGA,HR Services <Sachin.Arora@IN.nestle.com>, Sadiq,Karuna,MOGA,HR Services <Karuna.Sadiq@in.nestle.com>, Singh,Ravi,MOGA,Business Partnering <Ravi.Singh@IN.nestle.com>, tpo@gndec.ac.in <tpo@gndec.ac.in>
Date 2019-08-21 15:31

- Medical Test List - Factories.pdf (~190 KB)
- Medical Fitness Certificate for Factories.pdf (~132 KB)
- Personal data sheet.docx (~106 KB)

Dear **Parvinder**,

Congratulations on your selection with Nestle India Limited for the position of **Graduate Apprentice Trainee**. Your appointment would be for the period of **12 months** during which you will receive a stipend of **Rs. 15,000/month**.

You are required to join us on **26th August, 2019, Monday at Nestlé Moga at 8:30 a.m.**
Please send us your acceptance on this mail by today itself and fill and send the Personal Data Sheet to us by the 22nd.

<u>You are required to carry with you the following documents on the day of joining :-</u>

1. Original education certificates along with one set of photocopies.
   10th, 12th, all semester mark-sheets and Degree Certificate.(Provisional Degree certificate in case, degree has not been allotted yet)
2. 6 Passport size photographs.
3. Copy of PAN card.
4. Medical reports (Medical Tests to be done as per the list attached with the mail) *(Also carry the original bills for reimbursement)*
5. Medical fitness certificate. (As attached with the mail)
6. Permanent residence proof - Driving License/ Voter ID Card/ Passport

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<u>https://tin.tin.nsdl.com/pan/index.html</u>
In case of any clarification feel free to get in touch with me.
Looking forward to meeting you at Moga.
Best Regards,
Pratishtha Gupta
Assistant Manager, Human Resources
01636-512259

pdfelement

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Making World Better Place

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GST NO: 03AAECE2385H1ZU

Dated: 27th Aug 2019

TO,

Mr. Bhavdeep Singh

Phone: **+91-99889-95504**

Email: **bhavdeep47@gmail.com**

Dear Bhavdeep,

Subject: Offer Letter

Thank you for exploring career opportunities with **ECOSTAN INDIA PRIVATE LIMITED.** You have successfully completed our 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 **Sales & Marketing Executive.** You must look after complete work as mentioned in the scope of work which will be the part of your Job Description & Scope of Work, which is annexed with this Offer Letter as Annexure – A, the Job Description & Scope of work can be altered time to time depending on the company polices.

pdfelement

1. Your location of posting will be Ludhiana, Punjab at the Corporate office of ECOSTAN.
2. You will be reporting to Director & Business Development Manager as mentioned in your Scope of Work at ECOSTAN (Annexure – A).

Kindly confirm your acceptance of this offer by replying to this email. If you will not accept within 7 days, it will be constructed that you are not employed, and this offer will be automatically stand cancel.

After acceptance of this letter a, letter of appointment will be issued to you on your joining date after completing the joining formalities as per company policy. your joining date will be **02nd September 2019**.

In the event of you not being able to join on or before the joining date mentioned, please intimate in writing failing which this offer letter is deemed to lapse.

Kindly note that this offer is subject to your submission of all required documents, and acceptable feedback from your professional references. By accepting this offer you provide consent to conduct the necessary reference and background checks.

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GST NO: 03AAECE2385H1ZU

On your joining you are required to submit the required documents as mentioned in clause (2) Submission of Documents, of this offer letter.

Terms & Conditions of Service

Working Hours:

Your working hours will be of 08.30 hours staring from 09.30 AM to 06.00 PM. Lunch Break will be for 15 minutes only.

The timing may change depends on the company rules and regulations.

Increments and Promotions:

Your performance and contribution to ECOSTAN will be an important consideration for salary increments and promotions. Which are based on targets set off and achieved by you within the given timeframes. The targets & timelines are to be approved by the Director, Chief Sales Office (CMO) or Chairman of the Company.

Alternative Occupation/Employment:

Either During the period of your traineeship (probation period of 3 Months) or during of your employment as a confirmed employee of ECOSTAN, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission from ECOSTAN's Director, Managing Director or Chairman.

pdfelement

Non-Compete, Non-Solicitation & Non-Disclosure of Confidential Information Agreement:

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

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GST NO: 03AAECE2385H1ZU

Clause (1)

Jurisdiction:

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

Termination from Services:

ECOSTAN shall give one month's notice for termination of services or one-month salary in lieu thereof. No notice or payment in lieu thereof shall be payable by ECOSTAN when the services are terminated on account of any misconduct, either during the period of probation period or full-time employment. During your tenure with ECOSTAN, either you or ECOSTAN can terminate the appointment by giving 30 calendar days written notice or 1 month's basic salary in lieu of the notice.

Retirement:

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

Clause (2)

pdfelement

Submission of Documents:

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

- Permanent account number (PAN) Card.
  You are required to submit a copy of your PAN card along with other documents as mentioned herein immediately on joining.
  As per Indian Income Tax rules, the PAN number is mandatory requirement for processing salary.
- Matric and Senior Secondary marks sheets
- Degree Certificate and marks sheet for semesters
- Postgraduate degree certificate and marks sheets for all semester (if you are a Postgraduate)
- Birth Certificate/Proof of Age
- 2 Passport Size photograph
- Address Proof (Passport or Aadhar Card)
- If you were employed, a formal release & experience letter from your previous employer
- And Last 3 months' salary slips as applicable

On joining you will be required to complete

- Bank Account details
- Family dependent details

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GST NO: 03AAECE2385H1ZU

Annexure: A

EcoStan Executive (Sales & Marketing) Role & Scope of Work:

The Role of the Executive (Sales & Marketing)

A Sales & Marketing Executive promotes the product and service to the customers and negotiate contracts with the aim of maximising the company's profit. Sales & Marketing Executive is the key point of contact between an organisation and its clients answering queries, offering advice and introducing new products.

Job Description

- To generate leads & identify within targeted leads and initiate the sales process.
- Actively seek out new sales opportunities through cold calling, networking and social media.
- Build network and spheres of influence in order to grow prospect lists.
- Set up meetings with potential clients.
- Prepare and deliver presentations on products/services.
- Negotiate the terms of an agreement and close sales.
- Listen to customer requirements and present appropriately to make sale.
- Maintain and develop relationships with existing customers in person and via telephone calls and emails.
- Listen and draw out the concerns /problems of others to identify possible solutions.
- Prepare and report on goals, sales and prospects.
- Act as a contact between a company and its existing and potential markets.

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Your present and permanent address is a part of company records and you are expected to inform the company about any change in your address and telephone numbers.

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GST NO: 03AAECE2385H1ZU

Annexure: B

Find Below your compensation details

Your Annual CTC would be Rs. 3.42 lacs pa

Fixed - Rs. 2.22 Lacs pa
Variable- Rs. 1.20 Lacs pa

We are looking forward to having you in our team

Regards
Maninderjit Singh
(Director Business Development)

I agree to the above and attached terms & conditions _____Dated _____

pdfelement

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Inbox (7413)
Starred
Sent Mail
Drafts (10)
All Mail
Spam (26)
Trash
Contacts
Labels
Unwanted
Edit labels

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‹ Newer 6 of about 74 Older ›

Print New window

You have been invited to apply for the role of GAT

Inbox

Mahindra Careers<noreply@mahindra.com>
To: Sahil Kumar <sahilkumardhiman07@gmail.com>
Cc: Ganesh Bhagade <BHAGADE.GANESH@mahindra.com>

Thu, Jul 11, 2019 at 9:56 PM

Reply | Reply to all | Forward | Print | Delete | Show original

Mahindra
Rise

Dear Sahil Kumar,

You'll be happy to know that Mahindra has offered you a chance to apply for the job: GAT posted on 09/07/2019. We invite you to log in to our Career Site with your registered email (sahilkumardhiman07@gmail.com) to apply for the job.

Click GAT Link to apply.

Regards,
Mahindra Team

*** Please note that this is a system generated email. Do not reply to this email account**

pdfelement

Quick Reply

- **To:** Mahindra Careers <noreply@mahindra.com>
- **To all:** Mahindra Careers <noreply@mahindra.com>, Ganesh Bhagade <BHAGADE.GANESH@mahindra.com>

More Reply Options

Send Save Draft Include quoted text with reply

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YOUR PERFECT BANKING PARTNER

HR - TALENT ACQUISITION & DEPLOYMENT

08th March 2019

HR-TAD/Rec/Campus/2018-19

Mr. / Ms. Kartik Makkar

B. Tech

Guru Nanak Dev Engineering College, Ludhiana

MC
1506
1508/19

Dear Sir/ ~~Madam~~,

Hearty Congratulations...!

We are happy to inform you that you have come out successful in the recruitment process conducted at Lovely Professional University, Phagwara on 08.03.2019 for the post of Clerks in Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,

Mohan K
Vice President & Head - Business Banking, Micro & Rural Banking



The Federal Bank Ltd. HR- Talent Acquisition & Deployment, Head Office, Federal Towers, P O Box No.103, Aluva, Kerala - 683 101
E-mail: careers@federalbank.co.in, Phone: 0484-263 4032 , 2621720

pdfelement

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REGARDING CAMPUS DRIVE OF CAPITAL LIFE MARKET RESEARCH

From Khushboo Choudhary <hr.khushboo.capitallife@gmail.com> Date Tue 03:28

Message Body

Good Afternoon,

On behalf of Capital Life Market Research, I would like to extend our appreciation for the amazing work done by you and your team during interview process. Your hard work and determination were paid off resulting in the successful completion of the process.

I would like to congratulate to all candidates shortlisted for respective profile

.As per your discussion with Ms. Rashmi, joining date will be 24 Jan 2019, their reporting time will be 12:00 PM.

Name of students:
Mansimar Singh — ME-151080 | 1508142
Mohit Bassi — ME-151379 | 1607406
Mohammad Khalid — ~~ME-150999 | 1507460~~ ME-151331 | 1508144
Girish Arora — ME-151033 | 1508081
Harsh Gupta — ME-151052 | 1508103

Thanks & Regards,
Khushboo Choudhary
HR executive
Capital Life Market Research
09522875741

pdfelement

bject **Information of Selected Students**

om Garima Sharma (Corp - HR) <corphr5@vardhman.com>

gagan_sodhi76@yahoo.com <gagan_sodhi76@yahoo.com>, tpo@gndec.ac.in <tpo@gndec.ac.in>

te 2019-01-23 00:50

Remove Watermark Now

r Sir,

ease find the list of selected students in Campus Interviews

Job - GET (Graduate Engineer Trainee - Mechanical)

1. Gurkrishan Singh
2. Mohit Bassi

Job - GET (Graduate Engineer Trainee - Electrical)

1. Shrawan Kumar

offer letter of selected students will be released in the month of March , 2019.

gards,

Garima Sharma
Corporate HR
Vardhman Textiles Limited
Chandigarh Road Ludhiana -141010
Ext no 1157 M +91 8146625355
www.vardhman.com

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Subject **Interview Schedule - SIMS**
From simsdelhi <simsdelhi@samundra.com>
To tpo@gndec.ac.in <tpo@gndec.ac.in>
Cc HR1.Inv <hr1.Inv@samundra.com>, admission.sims <admission.sims@samundra.com>, simsdelhi <simsdelhi@samundra.com>, faculty4.Inv <faculty4.Inv@samundra.com>, simschandigarh <simschandigarh@samundra.com>
Date 2019-03-18 16:26

Dear Mr. Sodhi

As discussed we have scheduled final interview of your short listed candidates on 05 April (~~Saturday~~ Friday) with reporting time at 1.30 PM. The venue is as follows:

Executive Ship Management Pvt. Ltd.
CVU1, Central Plaza Sector 105,
I-ndra-Banur Road, Mohali Hills, Greater Mohali.
No: 0160-6667777
Mob -9653484779 (Mr. Tejinder)

All the candidates will get detailed interview call letter by email. Request you to please advise all the candidates to attend interview process.

Thanks & Regards

GAURAV BANSAL
SAMUNDRA INSTITUTE OF MARITIME STUDIES
Executive Ship Mgt Pte Ltd
502A, D4, RECT 1, DISTT CENTRE, SAKET
NEW DELHI – 110017
Tel: 011-49882700
Mobile: 9999390027 / 9871791166
Mail: simsdelhi@samundra.com
Web: www.samundra.com

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STERLING & WILSON

HR/19-20/24486

12th June 2019

Mr. Gunjeet Singh

Guru Nanak Dev Engineering College,
Ludhiana.

ME
151036
150809

Dear Mr. Gunjeet Singh,

With reference to the recruitment drive organized at Guru Nanak Dev Engineering College, Ludhiana, we are pleased to make a career offer to you for the position of **Graduate Engineer Trainee.** You will be on probation for a period of 12 months. On your confirmation you will be designated as **Project Engineer.**

You will be required to join on **15th July 2019.**

The break-up of your proposed compensation is as under:-

Emoluments	**Amount (Rs.)**
Basic Pay (p.m.)	12,500.00
Allowances (p.m.)	12,500.00
Gross Salary (p.m.)	25,000.00
Gross Salary (p.a.)	**3,00,000.00**

Retiral & Annual Benefits (p.a.)	
PF @ 12% (Employer Contribution)	18,000.00
Gratuity	7,212.00
Annual Bonus	12,495.00
*Loyalty Bonus / PLP	60,000.00 (after completion of 1 year)
Conveyance Reimbursement (p.a.)	18,000.00
TOTAL CTC	**4,15707.00**

Other Benefits	
**Outstation Allowances (p.a.)	60,000.00 (on case-to-case basis)
Mobile Expenses Reimbursement (p.a.)	6,000.00
Medi-Claim (Self,Spouse 2 Children)	3 Lakh (Family Floater)
Group Personal Accident Policy	40 Lakhs
Group Term Life Policy	25 Lakhs

Sterling and Wilson Private Limited
Associates of: Shapoorji Pallonji and Private Limited
Registered Office: Universal Majestic, 9th Floor, P. L. Lokhande Marg, Chembur (W), Mumbai – 400 043
Phone: (91-22) 25485300 | Fax: (91-22) 25485331 | CIN: U31200MH1974PTC017538
Email: mumbai@sterlingwilson.com | www.sterlingandwilson.com

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*It would be paid in full in the first year and thereafter it will be Performance Linked Pay (PLP) subject to individual's performance.

**You will be entitled to an Outstation Allowance depending on the project location and posting.

You are advised to acknowledge duplicate copy of this Offer Letter as a token of your acceptance of the terms and conditions of your employment.

Please note that this offer letter is valid subject to your successful completion of your graduation degree.

We welcome you to Sterling and Wilson Group.

Yours sincerely
For STERLING AND WILSON PVT. LTD.

(MOHAN SINGH)
Group Head – Human Resources

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Acceptance of Offer

If after signing and returning this Offer Letter, you decide not to join us, an amount equivalent to one month of your Offered Gross Salary shall be payable by you to Sterling and Wilson Pvt. Ltd. to defray the recruitment time and related costs incurred.

Signature_____

Date_____

Sterling and Wilson Private Limited
Associates of: Shapoorji Pallonji and Private Limited
Registered Office: Universal Majestic, 9th Floor, P. L. Lokhande Marg, Chembur (W), Mumbai – 400 043
Phone: (91-22) 25485300 | Fax: (91-22) 25485331 | CIN: U31200MH1974PTC017538
Email: mumbai@sterlingwilson.com | www.sterlingandwilson.com

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Date: 18-10-2018

ME/151380/150181M1

Sub: Offer letter

Dear **Manpreet Singh**,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Business Development Trainee'**.

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m.**

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You are requested to Submit the following to HR department along with the acceptance of Terms and Condition of Employment with Mechlin Technologies:

a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

pdfelement

Sincerely,

Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: Manpreet Singh

Name : Manpreet Singh Garcha

Date: 31-10-18

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Date: 18-10-2018

Sub: Offer letter

ME
15 1164
18 07408

Dear **Navodit Sehgal**,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Business Development Trainee'**.

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m.**

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

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MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You are requested to Submit the following to HR department along with the acceptance of Terms and Condition of Employment with Mechlin Technologies:

a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

Sincerely,

Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: Navodit Sehgal

Name : Navodit Sehgal

Date: 02/11/18

Mechlin Software Technology Pvt. Ltd.

Confidential

World Tech Tower, C-203, 8th Floor, Sector 74, Sahibzada Ajit Singh Nagar, Mohali - 140308 Tel: 0172 4038205 Email: hr@mechlintech.com

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Subject **Final Selection**
From Vivek_ITConnectUS Inc. <vivek.tiwari@itconnectus.com>
To tpo@gndec.ac.in <tpo@gndec.ac.in>
Date 2019-06-26 17:48

- Gurparteet Singh.docx (~76 KB)
- Mandeep Singh.docx (~76 KB)
- Avirit.docx (~75 KB)
- Twinkle Khanna.docx (~75 KB)

Dear Sachin,

Below is the final selection list

Mandeep Singh
Avirit Singh
Twinkle Khanna
Gurparteet Singh

Attached is the LOI please get me the print out, need 2 copires

Thanks and Regards
Vivek Tiwari
Senior Manager-TAG

Email: vivek.tiwari@itconnectus.com | M: 8360597946
Website: www.itconnectus.com
Office- C-204, 2nd Floor, Phase 8-B, Mohali
About Us | Facebook | Twitter | LinkedIn

-----Original Message-----
From: tpo@gndec.ac.in <tpo@gndec.ac.in>
Sent: Tuesday, June 25, 2019 6:41 PM
To: Vivek_ITConnectUS Inc. <vivek.tiwari@itconnectus.com>
Subject: Re: Campus placement Drive (Salary Revised)
Importance: High

Dear sir,

All the apparatus require to conduct the drive is available.
The number of students registered with us for the placement drive right now are 28.

Thanks and Regards

Gagandeep Singh Sodhi,
Training & Placement Officer,
GNDEC Ludhiana,
((+91)9872219178)

On 2019-06-25 17:36, Vivek_ITConnectUS Inc. wrote:

> Dear Sachin,
>
> We will be reaching tomorrow at 10:00 AM to conduct the placement
> drive in your college.
>
> For the drives we would be requiring the internet connectivity to

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Silaris

LETTER OF FELICITATION

Date : 01/07/19

Dear Mr./Ms. Jasjot Singh

Please accept our felicitation on successfully clearing of our personal interview!

This letter of felicitation is valid until you receive your Offer Letter upon completion of Training. You would receive the offer on Joining Letter.

In the event of any misconduct, unsatisfactory performance or poor attendance, the management may relieve you from your duties without payment of dues or compensation during the training period.

The classroom training period would not be paid. The pay cycle will start on successful completion of the first 3-7 days training as per the process requirement.

Should you decide to resign from the services, at any given point of the time during the tenure with SILARIS, you may do so by giving 15 days notice to the organization or Payment of salary in Lieu for the same.

Position Offered : TMP (Process to be offered)

DOJ : 15-07-19

CANDIDATE DETAILS :

Name : Mr. Jasjot Singh (8968991411)

Address : GNDEC, Ludhiana

Signature :

Date 01/07/19

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SILARIS INFORMATIONS PVT. LTD.

A-14/3, Naraina Industrial Area, Phase-II, New Delhi-110028
Phone: 011 66158712

ME-151060/150815

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Silaris **LETTER OF FELICITATION**

Date : 01/07/19

Dear Mr./Ms. Navedit Sehgal

Please accept our felicitation on successfully clearing of our personal interview!

This letter of felicitation is valid until you receive your Offer Letter upon completion of Training. You would receive the offer on Joining Letter.

In the event of any misconduct, unsatisfactory performance or poor attendance, the management may relieve you from your duties without payment of dues or compensation during the training period.

The classroom training period would not be paid. The pay cycle will start on successful completion of the first 3-7 days training as per the process requirement.

Should you decide to resign from the services, at any given point of the time during the tenure with SILARIS, you may do so by giving 15 days notice to the organization or Payment of salary in Lieu for the same.

Position Offered : TME (Process to be offered)

DOJ 15-07-19

CANDIDATE DETAILS :

Name : Ms. Navedit Sehgal (7837558552)

Address : GNDEC, Ludhiana

Signature :

Date 01/07/19

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SILARIS INFORMATIONS PVT. LTD.

A-14/3, Naraina Industrial Area, Phase-II, New Delhi-110028
Phone: 011 66158712

ME-151164/1607408

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Silaris

LETTER OF FELICITATION

Date : 01/07/19

Dear Mr./Ms. Ravdeep Singh

Please accept our felicitation on successfully clearing of our personal interview!

This letter of felicitation is valid until you receive your Offer Letter upon completion of Training. You would receive the offer on Joining Letter.

In the event of any misconduct, unsatisfactory performance or poor attendance, the management may relieve you from your duties without payment of dues or compensation during the training period.

The classroom training period would not be paid. The pay cycle will start on successful completion of the first 3-7 days training as per the process requirement.

Should you decide to resign from the services, at any given point of the time during the tenure with SILARIS, you may do so by giving 15 days notice to the organization or Payment of salary in Lieu for the same.

Position Offered : TME (Process to be offered)

DOJ : 15-07-19

CANDIDATE DETAILS :

Name : Mr Ravdeep Singh (9815205244)

Address : GNDEC, Ludhiana

Signature :

Date 01/07/19.

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SILARIS INFORMATIONS PVT. LTD.

A-14/3, Naraina Industrial Area, Phase-II, New Delhi-110028
Phone: 011 66158712

ME-151100|150817|

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HRD/3T/19-20/12656074

Mr. Abhijeet Singh Garcha
Candidate ID: 12656074
Village-Majri,
P-O-Kalakh Distt.-Ludhiana
Ahmedgarh - 141204
Punjab
India
Ph: (91) 97791 18957

July 09, 2019

Dear Abhijeet,

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.

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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: 2019.07.09 02:03:14 +05:30
Reason: Offer Letter
Location: Bangalore

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HRD/3T/19-20/12656074

July 09, 2019

Mr. Abhijeet Singh Garcha
Candidate ID: 12656074
Village-Majri,
P-O-Kalakh Distt.-Ludhiana
Ahmedgarh - 141204
Punjab
India
Ph: (91) 97791 18957

Dear Abhijeet,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 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.

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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.

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 - IV.

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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.

Agreement:

Our offer to you as **Systems Engineer** 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.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

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Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

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 **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.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

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National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

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 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** 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 250**.

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.

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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.

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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 a **Systems Engineer** is conditional upon your having fully completed your graduation / post-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 a Systems Engineer, 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.

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.

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.

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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.

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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

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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

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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Mr. Abhijeet Singh Garcha**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

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)	12,000 (Without Security)	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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ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Mr. Abhijeet Singh Garcha**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

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)	12,000 (Without Security)	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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Letter of Intent-Final Placement

Date: February 14, 2019

ME
1108163

Dear Ravghunandan Mouar,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

Position - Executive – Client Acquisition
CTC - 2,52,600/- LPA
Location –Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

pdfelement

YoursSincerely



Prerna Hajela
Senior Manager -Human Resources

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Documents required for issuing the offer letter

We request you to send the below listed documents at divya.vats@indiamart.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

1. PAN Card *(Please apply if you do not possess one and share acknowledgement with us)*
2. Aadhar Card *(Please apply if you do not possess one and share acknowledgement with us)*
3. Valid Driving License and 2-Wheeler RC
4. 10th Marksheet
5. 12th Marksheet
6. All semester wise marksheet for Graduation *(in case of any backlog, please share all marksheets)*
7. All semester wise marksheet for Post-Graduation
8. No Objection Certificate from College/Institute or Provisional Degree

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Should you have any queries, please feel free to contact Ms. Divya Vats @ 7290045292.

I accept the terms conditions of this offer

(Candidate's Signature)

Name and Date

Remove Watermark Now

Letter of Intent - Final Placement

Date: February 14, 2019

Dear Prince Kumar,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

Position - Executive – Client Acquisition

CTC - 2,52,600/- LPA

Location – Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours Sincerely



Prerna Hajela
Senior Manager -Human Resources

pdfelement

Remove Watermark Now

Documents required for issuing the offer letter

We request you to send the below listed documents at vidhi.gupta@indiamart.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

1. PAN Card *(Please apply if you do not possess one and share acknowledgement with us)*
2. Aadhar Card *(Please apply if you do not possess one and share acknowledgement with us)*
3. Valid Driving License and 2-Wheeler RC
4. 10th Marksheet
5. 12th Marksheet
6. All semester wise marksheet for Graduation *(in case of any backlog, please share all marksheets)*
7. All semester wise marksheet for Post-Graduation
8. No Objection Certificate from College/Institute or Provisional Degree

pdfelement

Should you have any queries, please feel free to contact Ms. Vidhi Gupta @ 7290045285.

I accept the terms conditions of this offer

(Candidate's Signature)

Name and Date

IndiaMART InterMESH Ltd.
Advant Navis Business Park, Plot no.7
7th & 8th Floor, Sector - 142, Noida, UP
Toll Free: 1800-200-4444
E: customercare@indiamart.com
Website: www.indiamart.com

Remove Watermark Now

Letter of Intent-Final Placement

Date: February 14, 2019

1908103

MS

Dear Harsh Gupta,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

Position - Executive – Client Servicing
CTC -3,00,000/- LPA
Location – Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours Sincerely



Prerna Hajela
Senior Manager -Human Resources

pdfelement

indiamart®

IndiaMART InterMESH Ltd.
Advant Navis Business Park, Plot no.7,
7th & 8th Floor, Sector - 142, Noida
Toll Free: 1800-200-4444
E: customercare@indiamart.com
Website: www.indiamart.com

Remove Watermark Now

Documents required for issuing the offer letter

We request you to send the below listed documents at vidhi.gupta@indiamart.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

1. PAN Card *(Please apply if you do not possess one and share acknowledgement with us)*
2. Aadhar Card *(Please apply if you do not possess one and share acknowledgement with us)*
3. Valid Driving License and 2-Wheeler RC
4. 10th Marksheet
5. 12th Marksheet
6. All semester wise marksheet for Graduation *(in case of any backlog, please share all marksheets)*
7. All semester wise marksheet for Post-Graduation
8. No Objection Certificate from College/Institute or Provisional Degree

pdfelement

Should you have any queries, please feel free to contact Ms. Vidhi Gupta @ 7290045285.

I accept the terms conditions of this offer

(Candidate's Signature)

Name and Date

Remove Watermark Now

Letter of Intent - Final Placement

Date: February 14, 2019

ME 15UA148

Dear Navdeep Singh,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

Position - Executive – Client Acquisition
CTC - 2,52,600/- LPA
Location – Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

pdfelement

Yours Sincerely



Prerna Hajela
Senior Manager -Human Resources

Remove Watermark Now

Documents required for issuing the offer letter

We request you to send the below listed documents at vidhi.gupta@indiamart.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

1. PAN Card *(Please apply if you do not possess one and share acknowledgement with us)*
2. Aadhar Card *(Please apply if you do not possess one and share acknowledgement with us)*
3. Valid Driving License and 2-Wheeler RC
4. 10th Marksheet
5. 12th Marksheet
6. All semester wise marksheet for Graduation *(in case of any backlog, please share all marksheets)*
7. All semester wise marksheet for Post-Graduation
8. No Objection Certificate from College/Institute or Provisional Degree

pdfelement

Should you have any queries, please feel free to contact Ms. Vidhi Gupta @ 7290045285.

I accept the terms conditions of this offer

(Candidate's Signature)

Name and Date

ject **Information of Selected Students**

n Garima Sharma (Corp - HR) <corphr5@vardhman.com>

gagan_sodhi76@yahoo.com <gagan_sodhi76@yahoo.com>, tpo@gndec.ac.in <tpo@gndec.ac.in>

: 2019-01-23 00:50

Sir,

ıse find the list of selected students in Campus Interviews

Job - GET (Graduate Engineer Trainee - Mechanical)

1. Gurkrishan Singh
2. Mohit Bassi

Job - GET (Graduate Engineer Trainee - Electrical)

1. Shrawan Kumar

ffer letter of selected students will be released in the month of March , 2019.

ırds,

Garima Sharma
Corporate HR
Vardhman Textiles Limited
Chandigarh Road Ludhiana -141010
Ext no 1157 M +91 8146625355
www.vardhman.com

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Delivering Excellence. Since 1965.

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Corporate HR
Vardhman Textiles Limited
Chandigarh Road Ludhiana -141010
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Information of Selected Students

From Garima Sharma (Corp - HR) <corphr5@vardhman.com>

Date Today 00:50

Dear Sir,

Please find the list of selected students in Campus Interviews

For Job - GET (Graduate Engineer Trainee - Mechanical)

1. Gurkrishan Singh — ME-151041 | 150809
2. Mohit Bassi — ME-151082 | 150814 5

For Job - GET (Graduate Engineer Trainee - Electrical)

1. Shrawan Kumar — EE-152127 | 160693 8

The offer letter of selected students will be released in the month of March , 2019.

Regards,

pdfelement

Garima Sharma

Corporate HR

Vardhman Textiles Limited

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Subject **Unit Allocation of Selected Students**
From Garima Sharma (Corp - HR) <corphr5@vardhman.com>
To gagan_sodhi76@yahoo.com <gagan_sodhi76@yahoo.com>, tpo@gndec.ac.in <tpo@gndec.ac.in>
Cc Sumeet Kaur Bal (Corp HR) <corphr3@vardhman.com>
Date 2019-06-08 16:19

- HR Details.xlsx (~10 KB)

Dear Sir,

Please find mentioned below the location details of selected students of your college.

Sr. No.	INSTITUTE	NAME OF CANDIDATE	FUNCTION	DESIGNATION	SCHEME	GENDER	UNIT
1	GNE	Gurkrishan Singh	Mechanical	GET	Campus	Male	Auro Weaving
2	GNE	Mohit Bassi	Mechanical	GET	Campus	Male	MSM-TD
3	GNE	Shrawan	Electrical	GET	Campus	Male	Auro Textiles
4	GNE	Gurpreet	Electrical	DET	Campus	Male	Auro Textiles

Also, find enclosed the contact details of concerned HR persons of the units. You are requested to share the respective HR person details with nts for further coordination. Also, the selected students can book their journey tickets accordingly.

For any queries, you may get in touch with Ms Sumeet Bal from Corporate HR. Her contact number is 8146652336.

Regards,

Garima Sharma
Corporate HR
Vardhman Textiles Limited
Chandigarh Road Ludhiana -141010
Ext no 1157 M +91 8146625355
www.vardhman.com

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Subject **Mahindra & Mahindra Ltd. GAT recruitment 2019 - Guru Nank dev Engineering College, Ludhiana**

From DESHPANDE AMOL - HR <DESHPANDE.AMOL@mahindra.com>

To tpo@gndec.ac.in <tpo@gndec.ac.in>

Cc KANSAL VARUN - SWARAJ <KANSAL.VARUN@mahindraswaraj.com>

Date 2019-04-22 10:26

Stipend during Apprentic INR. 25,000/- Per Month.

- F20 - Selected Candidate details.xls (~21 KB)

Dear Team,

First of all a hearty thanks for extending support during campus interviews.

We are intend to offer apprenticeship to following students from your institute. They will be appointed as **Graduate Apprentice Trainee** under Apprentices Act in Mahindra & Mahindra Ltd., Swaraj Division (Mohali Plant), subject to clearance of medical examination and eligibility criteria.

College	Name	Last Name	Gender	Branch
Guru Nanak Dev Engineering College	Vishal	Gandotra	Male	Mechanical Engineering
Guru Nanak Dev Engineering College	Prabhsharan	Singh	Male	Mechanical Engineering
Guru Nanak Dev Engineering College	Shubhkarman	Chaggar	Male	Mechanical Engineering
Guru Nanak Dev Engineering College	NAVDEEP	SINGH	Male	Mechanical Engineering
Guru Nanak Dev Engineering College	Madhav	Madaan	Male	Mechanical Engineering
Guru Nanak Dev Engineering College	VIKRAMJEET	SINGH	Male	Mechanical Engineering
Guru Nanak Dev Engineering College	sahil	kumar	Male	Mechanical Engineering
Guru Nanak Dev Engineering College	KULWINDER	SINGH	Male	Electrical Engineering
Guru Nanak Dev Engineering College	Kartik	Makkar	Male	Mechanical Engineering

151363 ME 1508219 / 1508221
151335 ME / 1508157
151115 ME / 1508199
151084 ME / 1508149
151075 ME 1508134
151361 ME 1508216
151106 ME 1508182
152045 EE 1507738
151072 ME 1508129

Our heartiest congratulations to selected students, we will get back to you with further details about their joining date, offer letter & other formalities.

We need the following assistance from your end:-

1. **Confirmations on the acceptance of the offer by the candidates latest by 24th April 2019**
2. **Details of the selected candidates as per the attached sheet which will help us maintain a correct database for future communication to the candidate latest by 24th April 2019.**

For any further clarifications please feel free to contact the undersigned.

Regards,
Amol Deshpande - HR
Mahindra & Mahindra Ltd.
Akurli Road, Kandivli (E), Mumbai
Ph. 9987671720

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EMRILL

ME
150136
1508085

Date: 11 March 2019

CONTRACT OF EMPLOYMENT

Between

EMRILL Services LLC. ("Emrill" or "we")

And

Name: Gunjeet Singh (the "Employee" or "you")

pdfelement

Employee Name _____ Employee Initials_____

Emrill Services LLC
DUBAI
P.O. Box 39083, Dubai, UAE
T : 04 308 9600 | F : 04 320 4969
ABU DHABI
P.O. Box 108088, Abu Dhabi, UAE
T : 02 556 8900 | F : 02 556 8528
WEBSITE

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SCHEDULE 1
EMPLOYMENT DETAILS

Document Reference No:	HR/EC/TECH/03/2019
Name:	Gunjeet Singh
Nationality:	Indian
Job Title:	Trainee Engineer
Job Level:	H
Reporting to:	Facilities Manager
Start Date:	TBC
Location:	UAE
Working Days	6 days per week
Total Gross Salary (Per Month):	AED 2100
Breakdown: *Basic Salary:*	*AED 1800*
Food Allowance:	*AED 300*
Other Allowance:	*N/A*
Fixed Overtime:	*N/A*
Accommodation:	*Company provided accommodation*
Transport:	*Company provided transport to and from your place of work*
Leave Entitlement:	30 calendar days per year of employment.
Flight Entitlement:	One economy class flight every two years
Medical Insurance:	Provided as per Emrill company policy
Probationary Period:	6 months
Period of Notice of Termination:	1 month
Contract Period:	Unlimited

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Employee Name _____ Employee Initials _____

Emrill Services LLC

DUBAI
P.O. Box 37069, Dubai, UAE
T : 04 308 9400 | F : 04 320 4969

ABU DHABI
P.O. Box 104788, Abu Dhabi, UAE
T : 02 556 8900 | F : 02 556 8328

WEBSITE

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SCHEDULE 2
TERMS & CONDITIONS OF APPOINTMENT

1. PRE EMPLOYMENT REQUIREMENTS

You will be required to provide Emrill with the following documentation:

a. 10 colour photographs (with white background).
b. A colour copy of passport (minimum 8 months validity)
c. Copy of your work experience certificates
d. Qualification / education certificate(s) attested by the UAE embassy in compliance with the UAE Labour Law.
e. Release or End of Service Certificate from your previous employer (if applicable).
f. Satisfactory references upon request prior to your employment start date.

2. CONTRACT PERIOD

You will be employed on an unlimited term contract subject to the following:

a. The provisions of Part 1 above.
b. You pass the legally required medical examination.
c. The approval of your residency application by the UAE authorities. For the avoidance of doubt, Emrill shall act as your sponsor and make these applications on your behalf.

3. HOURS OF WORK

The current working hours are 9.00 hrs per day from Saturday through Thursday or as amended by the Company. It is anticipated that your responsibilities may necessitate a flexible approach to working beyond these hours as necessary including night shifts. For the extra hours worked you will be paid overtime as per the U.A.E. Labour Law and company policy.

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4. SALARY COMPONENTS

a. Your monthly remuneration will be the Total Gross Salary (as set out in *SCHEDULE 1*) and is comprised of a basic salary plus any applicable allowances (as described in part 3 below). The specified remuneration will be paid monthly in arrears into a bank nominated by Emrill accessible by bank card or a local bank account of your choice.
b. Your salary may be subject to deductions as required by law and/or agreed between the parties. Emrill shall have the right to deduct any sums owed by the Employee to Emrill including without limitation any overpayments, advances or loans made to you by Emrill or any damage or loss caused by you.

5. APPLICABLE ALLOWANCES

a. **Food Allowance:** As part of your Total Gross Salary you will receive a food allowance as set out in *SCHEDULE 1*.
b. **Other allowance:** As part of your Total Gross Salary you will receive an 'Other' allowance as set out in *SCHEDULE 1*.
c. **Fixed Overtime:** As part of your Total Gross Salary you will receive Fixed Overtime as set out in *SCHEDULE 1*. This is a fixed monthly overtime payment to cover the difference between standard working hours and your total 12 hour shift length. Fixed overtime amount shall be deducted for hours not worked.
d. **Accommodation:** Emrill will provide you with and the Employee shall reside in, company accommodation for the duration of the Contract of Employment.
e. **Transport:** Emrill will provide you with company transport to and from your place of work.

Employee Name _____ Employee Initials _____

Emrill Services LLC
DUBAI
P.O. Box 30082, Dubai, UAE
T : 04 308 9600 | F : 04 302 8969
ABU DHABI
P.O. Box 108388, Abu Dhabi, UAE
T : 02 556 0996 | F : 02 556 8326
WEBSITE

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6. FLIGHT ENTITLEMENT

After completion of two years continuous service, you will be entitled to an economy class return air ticket between UAE and the nearest International Airport to your hometown. For the remainder of your employment, you will be entitled to a flight as set out in *SCHEDULE 1*.

7. INSURANCE

a. You and any eligible dependent family members (as defined within Emrill company policy) normally resident with you in UAE will be covered by Emrill's healthcare scheme (subject to any exclusions or excess / deductible which will be payable by the Employee directly as determined by the applicable insurance policy). If the insurance provider(s) refuses for any reason to provide private medical insurance benefits to the Employee (or to the Employee's dependants), Emrill shall be under no obligation to provide any replacement benefits or to pay any compensation in lieu of such benefit.
b. Throughout your employment with Emrill, you will be insured against the risk of accidental death and total permanent disability in accordance with Emrill's company policy.
c. You will be insured in accordance with the UAE Labour Laws.
d. If you are involved in an accident whilst driving a vehicle / equipment belonging to Emrill, any excess due on the applicable insurance policy will be payable by you and deducted from your next salary payment.
e. If you incur any parking fines or commit a driving offence whilst driving a vehicle / equipment belonging to Emrill, any charges incurred will be payable by you and deducted from your next salary payment.

8. LEAVE

a. You will be eligible to annual leave accrued for each completed year of employment as set out in *SCHEDULE 1* and in accordance with the leave policy.
b. You will be entitled to sick leave as per UAE Labour Law and as specified in the Emrill's company policies. You will be required, upon request, to produce appropriate certification by a competent medical authority.

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9. PROBATIONARY PERIOD

a. All employees are subject to a probationary period following commencement of employment. Your probation period is as set out in *SCHEDULE 1*. Emrill will provide written notification to you following completion of your probationary period.
b. During your probation period you will accrue leave based on your annual entitlement. All applications to avail your annual leave entitlement are subject to operational requirements and line management approval.
c. Employees are not entitled to any paid leave of any nature during the probationary period.
d. During the probationary period, the Contract of Employment can be terminated by the either party for any reason by giving the other party written confirmation of such termination. The minimum notice period applicable for termination in these circumstances is as follows:
   i. Termination by the Employee – 1 week notice
   ii. Termination by Emrill – 1 day notice.

10. TERMINATION

a. Following successful completion of the probation period, the Contract of Employment can be terminated by the Employee for any reason by giving the other party written confirmation of such termination. The minimum notice period applicable for termination in these circumstances is set out in *SCHEDULE 1*.

Employee Name _____ Employee Initials_____

Emrill Services LLC
DUBAI
P.O. Box 35351, Dubai, UAE
T : 04 308 9500 | F : 04 320 4169
ABU DHABI
P.O. Box 108391, Abu Dhabi, UAE
T : 02 556 8986 | F : 02 556 6528
WEBSITE

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b. The Contract of Employment can be terminated by Emrill for cause or in the event of business restructure by giving the other party written confirmation of such termination. The minimum notice period applicable for termination in these circumstances shall be as per the UAE labour law or as otherwise lawfully agreed between the parties.
c. Emrill may, at its discretion, elect to pay the Employee cash in lieu of notice in order to effect termination.
d. In the event that either party terminates the Contract of Employment following the conclusion of the probationary period and within the **first 12 months** following the employment start date, the following will be deducted from your final settlement:
   i. Any annual leave taken exceeding the actual accrued amount as of the date of termination.
   ii. A pro rata sum for any actual training costs.
e. Upon expiry or other termination of this Contract of Employment, you shall hand over to those persons nominated by Emrill, all effects, property or documents (including any copies of such) belonging to Emrill including but not limited to any diaries, notes, records, accounts, notebooks, manuals, correspondence, and any other materials (including computer software and records) whatsoever.

11. END OF SERVICE BENEFITS

At the end of your service with the company you will be entitled to end of service benefits calculated and payable in accordance with the UAE Labour Law.

12. AIR PASSAGE ON TERMINATION

If you were recruited from outside of the UAE you will, subject to the conditions contained within the UAE Labour Law, be eligible to a single one way economy air ticket from Dubai to the International Airport nearest to your hometown upon termination. Note: In the event of termination under section 120 of the UAE Labour Law or of termination by the Employee, eligibility for this entitlement will be removed.

pa.element

13. CONFIDENTIALITY

Emrill possesses a wide variety of information that is confidential in nature (e.g. concepts, know how, paperwork, computer records, etc.). The information is important to its position in the local and worldwide market place and is a valuable business asset. You shall not at any time, whether during or after your employment with Emrill, disclose, divulge, make public, impart or make use of any information for your own use or for any other purpose other than as directed by or with the consent of Emrill.

14. NON COMPETE

a. For a minimum period of 6 months following termination / expiry of this Contract of Employment, you agree that you shall not directly employ, entice, solicit or invite employment of any Emrill employee.

b. Unless consent is provided in writing from Emrill, you agree that you shall not accept employment with any Emrill competitor or Emrill client for a period of 6 months following termination / expiry of this Contract of Employment.

15. CONFLICT OF INTEREST

a. You shall declare any perceived, potential or actual conflict of interest to Emrill.

Employee Name _____ Employee Initials_____

Emrill Services LLC
DUBAI
P.O. Box 38383, Dubai, UAE
T: 04 306 9900 | F: 04 320 4999
ABU DHABI
P.O. Box 108388, Abu Dhabi, UAE
T: 02 556 8990 | F: 02 556 8338
WEBSITE

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b. Emrill shall be your sole employment and you shall not carry out any personal business for your own financial benefit or for that of other employers either directly or indirectly, in any manner whatsoever.
c. You shall at all times act in the best interests of Emrill to the best of your ability and shall do nothing to prejudice Emrill or its reputation at any time whether during or after your period of employment.

16. COMPANY POLICIES

You will be required at all times to comply with the Emrill's rules, regulations, policies and procedures, including but not limited to all Quality Assurance, Environment, Health and Safety standards for the duration of your employment.

17. GENERAL

a. All employment terms are in accordance with and enforced under the UAE Labour Law. In the event of any conflict between this Contract of Employment and UAE Labour Law, the UAE Labour Law shall take precedence.
b. In the event that an Employee breaches any term of this Contract of Employment, Emrill reserves it right to consider legal action without further notice to said Employee.

For and on behalf of the Employee: By signing below, I confirm that I have read, understood and accept the terms and conditions set out within this Contract of Employment:

Signature: _____

Name: _____

Date: _____

Please return two original signed copies of this Contract of Employment along with the pre-employment requirements stated in clause number one (1).

For and on behalf of Emrill Services LLC:

Signature: _____

Name: **Renji Mathew, Head of HR**

Date: _____

Employee Name _____ Employee Initials _____

Emrill Services LLC

DUBAI
P.O. Box 39003, Dubai, UAE
T | 04 808 9400 | F | 04 320 4909

ABU DHABI
P.O. Box 108368, Abu Dhabi, UAE
T | 02 556 0906 | F | 02 556 8038

WEBSITE

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EMRILL

Ref No. HR/EC/TECH/03/2019

Date: 11 March 2019

Name: Gunjeet Singh
Designation: Trainee Engineer

CC: Payroll
P/File

Dear Gunjeet Singh,

The **Emirates ID card** (also called the National Identity Card) is an identification card issued by the Emirates Identity Authority (EIA) for UAE residents. It is now a legal requirement to acquire an Emirates ID card to process your residence visa and for use in other UAE government services.

Emrill will pay for the cost of processing your visa; however the cost of the Emirates ID card is borne by the employee. Upon joining Emrill, the company will initially pay the charges of **AED 370** for obtaining your Emirates ID which will then be deducted from your salary in monthly instalments until the cost is recovered in full. As per company policy, no individual monthly deduction will exceed 5 days total gross salary per month.

The above process will be repeated for any subsequent renewal(s) of your Emirates ID as necessary.

Kind regards,
Emrill Services LLC

pdfelement

For and on behalf of the Employee:

By signing below, I confirm that I agree to the above process and confirm my acceptance for the deduction of AED 370 from my monthly salary in instalments for the processing of my Emirates

Signature: _____

Name: _____

Date: _____

Please return an original signed copy of this letter.

Employee Name _____ Employee Initials _____

Emrill Services LLC
DUBAI
P.O. Box [illegible], Dubai, UAE
T : 04 [illegible] | F : 04 [illegible]
ABU DHABI
P.O. Box [illegible], Abu Dhabi, UAE
T : 02 [illegible] | F : 02 [illegible]
WEBSITE

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Thanks for Participation & Congratulations || EMRIL..

From **Lovely Professional University <placement@lpu.co.in>** Date **Fri 17:46**

Dear Sir/Ma'am

We would like to thank you for your participation in On Joint Campus Placement Drive of **EMRILL** on **February 25, 2019**. The event was incredible success, largely in part of the participation of your prestigious institution.

We hope for more opportunities to collaborate again in the future.

Lovely Professional University congratulates the institutions and their respective students for being selected in **EMRILL**.

S.No	Candidate Name	Institution Name	Location	Stream	Designation
1	Anurag kumar	Govt. Polytechnic	Ferozpur	Diploma(EE)	Trainee Technician
2	Himanshu kumar	Govt. Polytechnic	Ferozpur	Diploma(EE)	Trainee Technician
3	Gurjinder singh	Mehar Chand Polytechnic	Jalandhar	Diploma(Me)	Trainee Technician
4	Harkamal Pal Singh	CT Institute of Technology	Jalandhar	B. Tech(EEE)	Engineer trainee
5	Gunjeet singh	GNDEC	Ludhiana	B. Tech(Me)	Engineer trainee
6	Atul	DAV University	Jalandhar	B. Tech(Me)	Trainee Technician
7	Rishab thakur	Mehr Chand polytachnic	Jalandhar	Diploma(Me)	Trainee Technician

pdfelement

Regards

Lovely Professional University

To unsubscribe, please click here.

Lovely International Trust

Division of Career Services Lovely Professional University, Jalandhar - Delhi G.T. Road (NH-1), Phagwara, Punjab (India) - 144402

Remove Watermark Now

Invitation || Joint Campus || EMRILL (DUBAI) || On..

From **Lovely Professional University <placement@lpu.co.in>** Date **2019-02-21 15:47**

ar Sir/Ma'am,

Lovely Professional University takes this opportunity to invite your esteemed institution for the Joint Campus Placement Drive by **EMRILL** scheduled on **February 25, 2019 (Confirmed).**

We request you to kindly share this virtuous opportunity with the respective students of your institution.

Your **B.Tech EEE/ME, Diploma EE/ME and BHMCT** students **passing out in year 2019** are eligible to participate.

Mode of Registration:

Interested and eligible students can register to participate in this drive on or before **3:00PM** on **February 24, 2019 at** *www.lpu.in/jpd*

About the Organization	Emrill is an award winning Integrated Facilities Management provider in the United Arab Emirates (UAE). With nearly 8,000 directly employed staff, Emrill holds an exceptionally high level of client retention and steady growth since its formation in 2002. We provide a range of innovative solutions with a full range of hard assets and soft facilities management services specifically tailored to meet client needs supporting from master developments through to residential communities, industrial and commercial offices. Emrill is committed to providing quality service to our Clients and we believe in establishing long-term and mutually beneficial relationships by delivering service excellence in a cost efficient manner.
Eligibility	Throughout 70 Percent With no Standing arrears
Designation	*Trainee Engineer *Trainee Technician *Trainee Housekeeping leader
Location	Dubai,UAE
Cost to Company (CTC)	* INR. 4.88 LPA for B.Tech EE/ME * INR. 2.78 LPA for Diploma EE/ME * INR. 3.25 LPA for BHMCT *Accommodation and Transport Provided
Selection Process	** PPT ** Written Test

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** Technical Test

** Personal Interview

ive Date February 25, 2019 (Confirmed)

Important Information

** Joining in Feb 2019

** No Service Bond

** Both Male and Female Candidates Can Apply

Skill Set Required Good Communication and Technical Skills

Documents Required

** Resume' (Two Copies)
** Mark sheets of 10th, 12th and Graduation (Xerox and Original)
** Any one government ID proof
** Two Passport size photograph

(Two copies of each document)

pdfelement

In case of any query, feel free to contact **Mr. Gaurav Jyoti** at **7508182841**

Looking forward for a healthy participation from your institution.

Regards

Lovely Professional University

To unsubscribe, please click here

Lovely International Trust

Division of Career Services Lovely Professional University, Jalandhar - Delhi G.T. Road (NH-1), Phagwara, Punjab (India) - 144402

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30-01-2019

Puneet Singh
Chandigarh

Subject: **LETTER OF OFFER**

Dear Puneet,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant.** You will be on probation for a period of six months from your date of joining which will be on or before **03-06-2019**.

The annual compensation calculated on Cost to Company will be **INR 273000/-.**

Details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.18000 /-p.m.	108000
2	Revised Salary - After Six Months*	Rs.21000 /-p.m.	126000
	Performance Cum Retention Bonus**	**Amount**	
3	End of 6 Months - One month Salary	18000	18000
4	End of 12 Months - One month Salary	21000	21000
	Total CTC per annum		**273000**

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***Revised Salary & Performance cum Retention Bonus (PCRB)** are paid subject to satisfactory performance report at the end of **6 months** and **12 months** after successful completion of probation in writing.

Your place of posting will be **Chandigarh**.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

You are requested to sign a copy of this letter as a token of acceptance.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Tanu Sharma

Tanu Sharma

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Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Puneet Singh	
Department	Sales	
Grade	G12	
Designation	Certified Internet Consultant	
Effective Date	03-06-2019	
CTC	273000/- per annum	
Pay structure	**CTC**	**Revised CTC**
Fixed Components		
Basic	5400	6300
House Rent Allowance (HRA)	3240	3780
Departmental Allowance	2250	2625
Desk Allowance	2250	2625
Personal Allowance	1994	2326
Salary (C1)	**15134**	**17656**
Statutory Components		
Employer PF Contribution	648	756
Employer ESIC Contribution	719	839
Benifits(c2)	**1367**	**1595**
Reimbursements		
Sodexo		
Conveyance Reimbursement		
Fuel Reimbursement		
Reimbursements(c3)	**0**	**0**
Statutory Bonus	**1499**	**1749**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**18000**	**21000**
Deductions		
Employee PF Contribution	648	756
Employee ESIC Contribution	265	309
Total Deductions (b)	**913**	**1065**
Net Take Home {a - b - C2}	**15720**	**18340**
Total CTC	**18000**	**21000**

* **Net Take Home** is subject to tax & other applicable deductions basis individual's salary structure.

Yours sincerely,
For Just Dial Limited

Tanu Sharma

Tanu Sharma

Head - Human Resources, Chandigarh

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Thermax Internship Program | Pre-Placement Offer

Kajal Soni <Kajal Soni@th> Dec 3, 2018 at 5:35 PM
To:
daman.bhatia97@yahoo.c
Cc:
manmukhinder@yahoo.co
Campus@Thermax,
Amit Choudhary

Dear Damanpreet Singh,

Congratulations

You made it! It gives me immense pleasure to inform that you have been selected as Graduate Engineer Trainee at Thermax Ltd. through Thermax Internship Program (TIP).

Over the last three months, we had a detailed evaluation and found you to be an enthusiastic and passionate individual with willingness to learn continuously which we believe will be an asset to the organization.

We welcome you in Thermax and solicit your support by not participating in the campus drive at your college for any other company.

Your date of joining would 1st August 2019, with a CTC of 4.75 lakhs per annum. Request to share your current address as we would like to courier the Pre-placement offer to you with all the necessary details.

For any queries, you may mail or call me at the below mentioned details.

Welcome to Thermax Family!!!

Thank you

Warm Regards,
Kajal Soni
Human Resources I Thermax Ltd., Pune, India I

Kajal Soni





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Vardhmān

Delivering Excellence. Since 1965.

VARDHMAN TEXTILES LIMITED

CHANDIGARH ROAD
LUDHIANA-141010, PUNJAB
T: +91-161-2228943-48
F: +91-161-2601 048
E: mngt@vardhman.com

VTxL:VP-HR:2019

June 12, 2019

Mr. Gurkrishan Singh
B-29 60/35-Z-13-A,Street No -1,
Satguru Nagar ,Sodhi Market,,
Shimlapuri,Millerganj

Dear Mr. Gurkrishan Singh,

With reference to the campus selection process that you had with us, we are pleased to select you as **Graduate Engineer Trainee (GET) - Mechanical** at **Level - O2**, in our organization on following terms & conditions:

A. PAY & PERKS :

- Basic salary of **Rs. 12500/- (Rupees Twelve Thousand Five Hundred only) per month.**
- Other Perks, Allowances & Statutory benefits as applicable to the employees of your category/level are as per attached Annexure-I.

You shall be posted at **Auro Weaving, Sai Road, Baddi Distt. Solan - 173205,Himachal Pardesh** and your training shall be of one year duration from the date of your joining.

A detailed appointment letter containing the terms and conditions of your engagement mutually agreed upon at the time of interview shall be issued to you on your joining duty.

You are requested to bring along the following documents on the joining day:

- All original certificates & transcripts of the qualification
- Four passport size photographs
- PAN & Aadhar number

You are requested to join by 1st July, 2019 at your place of posting and report to the Personnel & Industrial Relation Office of the aforesaid unit for joining formalities.

Yours sincerely,

For **Vardhman Textiles Limited**

(Vinod Chourey)
Head - Corporate HR

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Delivering Excellence. Since 1965.

VARDHMAN TEXTILES LIMITED

CHANDIGARH ROAD
LUDHIANA-141010, PUNJAB
T: +91-161-2228943-48
F: +91-161-2601 048
E: mngt@vardhman.com

VTxL:VP-HR:2019

June 12, 2019

Mr. Mohit Bassi
B-34, 3970 Post Office Street,
Durga Puri,
Halbowal Kalan, Ludhiana

Dear Mr. Mohit Bassi,

With reference to the campus selection process that you had with us, we are pleased to select you as **Graduate Engineer Trainee (GET) - Mechanical** at **Level - O2**, in our organization on following terms & conditions:

A. PAY & PERKS :

- Basic salary of **Rs. 12500/- (Rupees Twelve Thousand Five Hundred only) per month.**
- Other Perks, Allowances & Statutory benefits as applicable to the employees of your category/level are as per attached Annexure-I.

You shall be posted at **MSM-TD, Sai Road, Baddi Distt. Solan -173205,Himachal Pardesh** and your training shall be of one year duration from the date of your joining.

A detailed appointment letter containing the terms and conditions of your engagement mutually agreed upon at the time of interview shall be issued to you on your joining duty.

You are requested to bring along the following documents on the joining day:

- All original certificates & transcripts of the qualification
- Four passport size photographs
- PAN & Aadhar number

You are requested to join by 1st July, 2019 at your place of posting and report to the Personnel & Industrial Relation Office of the aforesaid unit for joining formalities.

Yours sincerely,

For **Vardhman Textiles Limited**

(Vinod Chourey)
Head - Corporate HR

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FEDERAL BANK
YOUR PERFECT BANKING PARTNER

HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

08th March 2019

Mr. / Ms. Kartik Makkar

Batch - Course Now Studying
B.Tech

College / Institution
Guru Nanak Dev Engineering College, Ludhiana

Dear Sir/ Madam,

Hearty Congratulations...!

We are happy to inform you that you have come out successful in the recruitment process conducted at Lovely Professional University, Phagwara on 08.03.2019 for the post of Clerks in Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,

Mrhan K
Vice President & Head - Business Banking, Micro & Rural Banking

Signature of the Authorized signatory



parakram

Remove Watermark Now

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Date: 18-10-2018

Sub: Offer letter

Dear **Kartik Makkar**,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Business Development Trainee'.**

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m.**

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

pdfelement

Remove Watermark Now

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You are requested to Submit the following to HR department along with the acceptance of Terms and Condition of Employment with Mechlin Technologies:

a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

pdfelement

Sincerely,

Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: _____

Name : _____

Date: _____

Remove Watermark Now

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Date: 18-10-2018

Sub: Offer letter

Dear **Kartik Makkar**,

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Business Development Trainee'**.

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m**

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

pdfelement

Remove Watermark Now

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You are requested to Submit the following to HR department along with the acceptance of Terms and Condition of Employment with Mechlin Technologies:

a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

pdfelement

Sincerely,



Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: _____

Name : _____

Date: _____

Mechlin Software Technology Pvt. Ltd.

Confidential

World Tech Tower, C-203, 8th Floor, Sector 74, Sahibzada Ajit Singh Nagar, Mohali - 140308 Tel: 0172 4038205 Email: hr@mechlintech.com

Remove Watermark Now

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

Date: 18-10-2018

Sub: Offer letter

Dear **Manpreet Singh,**

This is with reference to your interview with us.

It is our pleasure to inform you that upon assessment we have found your skills and competencies matching our requirements. Accordingly, we offer you this opportunity to team with our company. You will be designated as **'Business Development Trainee'.**

Acceptance and Commencement

Your appointment will be effective from **07.01.19**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

Please report on the joining date at **10:00 a.m**

Note that it is important to be on time to complete the joining formalities.

We are pleased to confirm the offer of employment for the above position on terms and conditions mutually discussed and your salary structure and allowances will be given with your appointment letter as mutually agreed.

Please carry the original and set of photo copy of the above document for verification and filing on the commencement date of your employment.

You shall join the services of the Company on or before 07.01.19. We shall appreciate your confirmation of acceptance of the above offer latest by 12.11.18. Non-acceptance before the stipulated date shall make this offer redundant automatically.

pdfelement

Remove Watermark Now

MECHLIN
SOFTWARE TECHNOLOGY PVT. LTD.

You are requested to Submit the following to HR department along with the acceptance of Terms and Condition of Employment with Mechlin Technologies:

a) Four passport size photographs

b) Copies of the previous employer's relieving Letter (if applicable)

The experience Letter/relieving Letter from the immediate previous employer can be submitted on the commencement date

c) Standard X- and XII-mark sheets

d) Degree certificate and mark sheets for all semesters

e) Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)

g) Birth Certificate/Proof of Age

h) Passport (Optional)

j) An affidavit/notarized undertaking stating:

*There is no criminal offence registered/pending against you

*There is no disciplinary case pending against you in the university

Our detailed appointment letter containing terms and conditions will be given to you on your joining.

pdfelement

Sincerely,

Umesh Awasthy

Authorized Signatory

Mechlin Software Technology Pvt. Ltd.

Date: October 18, 2018

Accepted,

Signature: _____

Name : _____

Date: _____

Remove Watermark Now

Subject **Congratulations-Offer Letter-Om Careers**
From Diksha Garg <Hr11@omcareers.co.in>
To <harshgupta410@gmail.com>
Cc 'Sonali Bansal' <sonali.b@omcareers.co.in>, 'Aarveen' <hr15@omcareers.co.in>, <tpo@gndec.ac.in>
Date 2019-04-13 17:12

Dear Mr. Harsh,
Greetings of the day!!!
Congratulations!!! We are pleased to inform you that you have been selected for the position of **"Graduate Trainee"** with us.
Kindly find the offer & joining details below:

Designation : Graduate Trainee

CTC		
Amount(INR)		
	Monthly	Annual
Gross	18000	2,16,000
Monthly Incentives	10,000	1,20,000
Annual Bonus		2,00,000
Annual CTC		536,000

You will be eligible for

1. Monthly Incentives and Annual Bonus are variable incomes – subject to your performance on G & M ratings . (G is Goal Sheet achievement , M is Managerial Competence)
2. On Completion of 6 Months with satisfactory G&M ratings you will be confirmed.
3. You are eligible for - Two increments in 1st year – based on G and M Ratings
4. Statutory Compliances are applicable (as per govt. rules / laws)

For getting onboard with us, you need to send your offer acceptance via mail latest by 6 PM, 16th April, 2019 i.e. Tuesday.

Post offer acceptance, we look forward to your joining with us as per the details below:

Date of Joining : 03 June 2019 (Monday)

Time of reporting : 8:55 AM sharp
Location : **OM CAREERS**
2nd Floor, Above Yes Bank, Plot No B 15-91, Main G.T Road, Miller Ganj, Ludhiana, Punjab 141003

Contact Person : Ms. Aarveen@ 9041069931

Documents Required for Joining:
You are required to carry the following documents (mandatory) at the time of joining:

1. Copy of your education proofs (From Xth till highest degree)
2. Copy of appointment letter of previous employers (if applicable)
3. Copy of relieving letter of previous employers/Last employer (if applicable)
4. Latest Appraisal Letter/Revised Compensation Letter of last employer (If applicable)
5. Last 3 months salary slips (Preferred)/6 months Bank Statement
6. Copy of Aadhar Card
7. Copy of PAN Card

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8. Two passport size photographs

All documents (hard copy) should be submitted in a **punched file** if not submitted at the time of offer.
You are required to confirm your joining as per the details above post the acceptance of the offer.

Please Note:-

1. This is a Private and a Confidential document. Kindly refrain from sharing the details of the said document/details.
2. The release of the final appointment letter will depend upon your successful joining & will be issued to you on your date of joining.
3. Place of posting will be Ludhiana

Wishing you a great and a successful career ahead...
In case of any query, please contact Ms. Aarveen@ 9041069931

Wishing you a very successful day ahead,

With Best Regards,

Diksha Garg - Assistant Team leader (ATL)
OM CAREERS- on mission "Bigger Us is Better Us -2019"
2nd Floor , Above Yes Bank ,
Plot No B 15-91,Main G.T Road, Miller Ganj,
Ludhiana, Punjab 141003,
Mobile-|+919041004643|

pdfelement

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Subject **Congratulations-Offer Letter-Om Careers**
From Diksha Garg <Hr11@omcareers.co.in>
To <navisandhu989711@gmail.com>
Cc 'Sonali Bansal' <sonali.b@omcareers.co.in>, 'Aarveen' <hr15@omcareers.co.in>, <tpo@gndec.ac.in>
Date 2019-04-13 17:10

Dear Mr. Navdeep,
Greetings of the day!!!
Congratulations!!! We are pleased to inform you that you have been selected for the position of **"Graduate Trainee"** with us.
Kindly find the offer & joining details below:

Designation : Graduate Trainee

CTC		
Amount(INR)		
	Monthly	Annual
Gross	18000	2,16,000
Monthly Incentives	10,000	1,20,000
Annual Bonus		2,00,000
Annual CTC		536,000

You will be eligible for

1. Monthly Incentives and Annual Bonus are variable incomes – subject to your performance on G & M ratings . (G is Goal Sheet achievement , M is Managerial Competence)
2. On Completion of 6 Months with satisfactory G&M ratings you will be confirmed.
3. You are eligible for - Two increments in 1st year – based on G and M Ratings
4. Statutory Compliances are applicable (as per govt. rules / laws)

For getting onboard with us, you need to send your offer acceptance via mail latest by 6 PM, 16th April, 2019 i.e. Tuesday.

Post offer acceptance, we look forward to your joining with us as per the details below:

Date of Joining : 03 June 2019 (Monday)

Time of reporting : 8:55 AM sharp
Location : **OM CAREERS**
2nd Floor, Above Yes Bank, Plot No B 15-91, Main G.T Road, Miller Ganj, Ludhiana, Punjab 141003

Contact Person : Ms. Aarveen@ 9041069931

Documents Required for Joining:
You are required to carry the following documents (mandatory) at the time of joining:

1. Copy of your education proofs (From Xth till highest degree)
2. Copy of appointment letter of previous employers (if applicable)
3. Copy of relieving letter of previous employers/Last employer (if applicable)
4. Latest Appraisal Letter/Revised Compensation Letter of last employer (If applicable)
5. Last 3 months salary slips (Preferred)/6 months Bank Statement
6. Copy of Aadhar Card
7. Copy of PAN Card

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Remove Watermark Now

8. Two passport size photographs

All documents (hard copy) should be submitted in a **punched file** if not submitted at the time of offer.

You are required to confirm your joining as per the details above post the acceptance of the offer.

Please Note:-

1. This is a Private and a Confidential document. Kindly refrain from sharing the details of the said document/details.
2. The release of the final appointment letter will depend upon your successful joining & will be issued to you on your date of joining.
3. Place of posting will be Ludhiana

Wishing you a great and a successful career ahead...

In case of any query, please contact Ms. Aarveen@ 9041069931

Wishing you a very successful day ahead,

With Best Regards,

Diksha Garg - Assistant Team leader (ATL)

OM CAREERS- on mission "Bigger Us is Better Us -2019"

2nd Floor , Above Yes Bank ,

Plot No B 15-91,Main G.T Road, Miller Ganj,

Ludhiana, Punjab 141003,

Mobile-|+919041004643|

pdfelement

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Subject **Congratulations-Offer Letter-Om Careers**
From Diksha Garg <Hr11@omcareers.co.in>
To <arshsingh1289@gmail.com>
Cc 'Sonali Bansal' <sonali.b@omcareers.co.in>, 'Aarveen' <hr15@omcareers.co.in>, <tpo@gndec.ac.in>
Date 2019-04-13 17:12
Priority Highest

Dear Mr. Arashdeep,
Greetings of the day!!!
Congratulations!!! We are pleased to inform you that you have been selected for the position of **"Graduate Trainee"** with us.
Kindly find the offer & joining details below:

Designation : Graduate Trainee

CTC		
Amount(INR)		
	Monthly	Annual
Gross	18000	2,16,000
Monthly Incentives	10,000	1,20,000
Annual Bonus		2,00,000
Annual CTC		536,000

You will be eligible for

1. Monthly Incentives and Annual Bonus are variable incomes – subject to your performance on G & M ratings . (G is Goal Sheet achievement , M is Managerial Competence)
2. On Completion of 6 Months with satisfactory G&M ratings you will be confirmed.
3. You are eligible for - Two increments in 1st year – based on G and M Ratings
4. Statutory Compliances are applicable (as per govt. rules / laws)

For getting onboard with us, you need to send your offer acceptance via mail latest by 6 PM, 16th April, 2019 i.e. Tuesday.

Post offer acceptance, we look forward to your joining with us as per the details below:

Date of Joining : 03 June 2019 (Monday)

Time of reporting : 8:55 AM sharp
Location : **OM CAREERS**
2nd Floor, Above Yes Bank, Plot No B 15-91, Main G.T Road, Miller Ganj, Ludhiana, Punjab 141003

Contact Person : Ms. Aarveen@ 9041069931

Documents Required for Joining:
You are required to carry the following documents (mandatory) at the time of joining:

1. Copy of your education proofs (From Xth till highest degree)
2. Copy of appointment letter of previous employers (if applicable)
3. Copy of relieving letter of previous employers/Last employer (if applicable)
4. Latest Appraisal Letter/Revised Compensation Letter of last employer (If applicable)
5. Last 3 months salary slips (Preferred)/6 months Bank Statement
6. Copy of Aadhar Card

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7. Copy of PAN Card
8. Two passport size photographs

All documents (hard copy) should be submitted in a **punched file** if not submitted at the time of offer.
You are required to confirm your joining as per the details above post the acceptance of the offer.

Please Note:-

1. This is a Private and a Confidential document. Kindly refrain from sharing the details of the said document/details.
2. The release of the final appointment letter will depend upon your successful joining & will be issued to you on your date of joining.
3. Place of posting will be Ludhiana

Wishing you a great and a successful career ahead...
In case of any query, please contact Ms. Aarveen@ 9041069931

Wishing you a very successful day ahead,

With Best Regards,

Diksha Garg - Assistant Team leader (ATL)
OM CAREERS- on mission "Bigger Us is Better Us -2019"
2nd Floor , Above Yes Bank ,
Plot No B 15-91,Main G.T Road, Miller Ganj,
Ludhiana, Punjab 141003,
Mobile-|+919041004643|

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FEDERAL BANK
YOUR PERFECT BANKING PARTNER

HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19 08th March 2019

Mr. / Ms. Kartik Makkar
Batch - Course Now Studying
B.Tech
College / Institution
Guru Nanak Dev Engineering College, Ludhiana

Dear Sir/ Madam,

Hearty Congratulations...!

We are happy to inform you that you have come out successful in the recruitment process conducted at Lovely Professional University, Phagwara on 08.03.2019 for the post of Clerks in Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,

Mohan K
Vice President & Head - Business Banking, Micro & Rural Banking

Received
13/3/19



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STEEL STRIPS GROUP

INDIAN ACRYLICS LIMITED
UNIT-1 (SPINNING DIVISION)
CIN: L24301PB1986PLC006715
Head Office : ISO 9001-2008 Certified
SCO 49-50-51, Sector-26,
Madhya Marg, Chandigarh-160 019 (INDIA)
Tel. : +91-172-2792385 / 2793112
Fax : +91-172-2794834 / 2790687
Website : www.indianacrylics.com

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Ref. No. : IAL/Admn/ 1845
Dated : Mar,3,2019

Mr. Shubhdeep
S/O Sh. Madan Gopal
#8783, Street No.-10,
New Subhash Nagar

SUB. : LETTER OF INTENT

With reference to your application and subsequent interview with us, the Management is pleased to give you offer of appointment as **GRADUATE ENGINEER TRAINEE** on the terms and conditions mutually agreed upon.

This offer of appointment will be effective from the date you join your duty. You are advised to report for your duty at our Works: Village – Harkishanpura,Post Office – Bhawanigarh, Distt. – Sangrur (Pb). Jun-19.

The detailed appointment letter will be issued to you on your at our Works joining subject to submission of the following documents.

1. Certificate for age proof.
2. Three passport size photographs.
3. Copies of Educational / Professional Qualification.
4. Relieving Letter from the present employer.
5. Copy of Aadhaar card .

In case above offer is acceptable to you, please sign the duplicate copy of the same in token of your acceptance and confirmation of your joining us on the stipulated date.

We look forward to your successful career in our organization.

For **Indian Acrylics Limited**

Sandeep Sharma

(SANDEEP SHARMA)
Sr Executive Director - Comm

Shubhdeep
08/03/19

Works & Regd. Office : Village Harkishanpura, Patiala - Sangrur Highway, Distt. Sangrur - 148 028 (Pb.)
Tel. : +91 (1672) 278106, 278104, Fax : +91 (1672) 278110
Delhi Office : S-2, Second Floor, Vasant Square Mall, Community Center, Pocket V, Plot No. A, Sector B,Vasant Kunj, New Delhi-110 070, Phone-011-40000378, 377,376

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STEEL STRIPS GROUP

INDIAN ACRYLICS LIMITED
UNIT-1 (SPINNING DIVISION)
CIN: L24301PB1986PLC006715

Head Office : ISO 9001-2008 Certified
SCO 49-50-51, Sector-26,
Madhya Marg, Chandigarh-160 019 (INDIA)
Tel. : +91-172-2792385 / 2793112
Fax : +91-172-2794834 / 2790887
Website : www.indianacrylics.com

Ref. No. : IAL/Admn/ 1840
Dated : Mar,3,2019

Mr. Raghunandan Mouar
S/O Sh. Arun Mouar
Vill-Mouar Khaira

SUB. : LETTER OF INTENT

With reference to your application and subsequent interview with us, the Management is pleased to give you offer of appointment as **GRADUATE ENGINEER TRAINEE** on the terms and conditions mutually agreed upon.

This offer of appointment will be effective from the date you join your duty. You are advised to report for your duty at our Works: Village – Harkishanpura,Post Office – Bhawanigarh, Distt. – Sangrur (Pb). Jun-19.

The detailed appointment letter will be issued to you on your at our Works joining subject to submission of the following documents.

1. Certificate for age proof.
2. Three passport size photographs.
3. Copies of Educational / Professional Qualification.
4. Relieving Letter from the present employer.
5. Copy of Aadhaar card .

In case above offer is acceptable to you, please sign the duplicate copy of the same in token of your acceptance and confirmation of your joining us on the stipulated date.

We look forward to your successful career in our organization.

For **Indian Acrylics Limited**

Sandeep Sharma

(SANDEEP SHARMA)
Sr Executive Director - Comm

Raghunandan Mouar

08/03/2019

Works & Regd. Office : Village Harkishanpura, Patiala - Sangrur Highway, Distt. Sangrur - 148 026 (Pb.)
Tel. : +91 (1672) 278106, 278104, Fax : +91 (1672) 278110
Delhi Office : S-2, Second Floor, Vasant Square Mall, Community Center, Pocket V, Plot No. A, Sector B,Vasant Kunj, New Delhi-110 070, Phone-011-40000378, 377,376

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IndiaMART InterMESH Ltd.
Advant Navis Business Park, Plot no.
7th & 8th Floor, Sector - 142, Noida, UP
Toll Free: 1800-300-4444
E: customercare@indiamart.com
Website: www.indiamart.com

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Letter of Intent-Final Placement

Date: February 14, 2019

Dear Harsh Gupta,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

Position - Executive – Client Servicing
CTC -3,00,000/- LPA
Location – Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

Yours Sincerely



Prerna Hajela
Senior Manager -Human Resources

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IndiaMART InterMESH Ltd.
Advant Navis Business Park, Plot no.
7th & 8th Floor, Sector - 142, Noida, UP
Toll Free: 1800-200-4444
E: customercare@indiamart.com
Website: www.indiamart.com

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Documents required for issuing the offer letter

We request you to send the below listed documents at vidhi.gupta@indiamart.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

1. PAN Card *(Please apply if you do not possess one and share acknowledgement with us)*
2. Aadhar Card *(Please apply if you do not possess one and share acknowledgement with us)*
3. Valid Driving License and 2-Wheeler RC
4. 10th Marksheet
5. 12th Marksheet
6. All semester wise marksheet for Graduation *(in case of any backlog, please share all marksheets)*
7. All semester wise marksheet for Post-Graduation
8. No Objection Certificate from College/Institute or Provisional Degree

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Should you have any queries, please feel free to contact Ms. Vidhi Gupta @ 7290045285.

I accept the terms conditions of this offer

Manish Gupta

27/2/2019

(Candidate's Signature)

Name and Date

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^_Infosys^_ Lex platform for Campus Recruits

From: Varadharaj V (TA_Vardha@infosys.com)
To: dharsimransingh@yahoo.in
Date: Friday, 26 October, 2018, 9:35 am IST



Dear Harsimran Singh Deol ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

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The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID: dharsimransingh@yahoo.in**
- **Password: Mwnkdn2i**

Keep learning! Keep winning!

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^_Infosys^_ Certification - An update!

From: infytq@infosys.com

Date: Thursday, 23 May, 2019, 02:48 pm IST

Dear Learner,

Thank you for keeping the learning momentum up with Infosys on the InfyTQ platform.

As you are aware, we recently launched the Infosys Certification program and we're delighted to let you know that the response to this has been overwhelming.

While this journey is on, it has been brought to our notice that some external vendors and training companies are reaching out to colleges and students claiming that they will help students crack the Infosys certification assessments. We'd like you to note that Infosys has not authorized/ is not affiliated with any vendor to train students for the Infosys Certification. Further, Infosys does not collect any fees for this certification.

In case you have any queries or concerns, write to us at infytq@infosys.com.

Regards,

Team InfyTQ

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Sent

Drafts 25

More

amrinder

No recent chats
Start a new one

Infosys Limited

offer_documents <offer_documents@infosys.com>
to me

Dear Manjinder Singh,

Greetings from Infosys Ltd !

We request you to send us scanned copies of below your mark shee

1. Under graduate semester wise mark sheet

We wouldn't be able to take your candidature forward and extend ar

Please note **12655952** is your candidate ID and quote this in all you

Note:

- All these scanned copies to be in pdf / gif / Tiff formats only
- Should mention your Infosys provided candidate ID in the s
- Ensure that the total size does not exceed 8 MB including a

Regards,
Team Recruitment
Infosys Limited

Reply Forward

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STERLING & WILSON

HR/19-20/24486

12th June 2019

Mr. Gunjeet Singh

Guru Nanak Dev Engineering College,
Ludhiana.

Dear Mr. Gunjeet Singh,

With reference to the recruitment drive organized at Guru Nanak Dev Engineering College, Ludhiana, we are pleased to make a career offer to you for the position of **Graduate Engineer Trainee.** You will be on probation for a period of 12 months. On your confirmation you will be designated as **Project Engineer.**

You will be required to join on **15th July 2019**.

The break-up of your proposed compensation is as under:-

Emoluments	**Amount (Rs.)**
Basic Pay (p.m.)	12,500.00
Allowances (p.m.)	12,500.00
Gross Salary (p.m.)	25,000.00
Gross Salary (p.a.)	**3,00,000.00**

Retiral & Annual Benefits (p.a.)	
PF @ 12% (Employer Contribution)	18,000.00
Gratuity	7,212.00
Annual Bonus	12,495.00
*Loyalty Bonus / PLP	60,000.00 (after completion of 1 year)
Conveyance Reimbursement (p.a.)	18,000.00
TOTAL CTC	**4,15707.00**

Other Benefits		
**Outstation Allowances (p.a.)	60,000.00	(on case-to-case basis)
Mobile Expenses Reimbursement (p.a.)	6,000.00	
Medi-Claim (Self,Spouse 2 Children)	3 Lakh	(Family Floater)
Group Personal Accident Policy	40 Lakhs	
Group Term Life Policy	25 Lakhs	

Sterling and Wilson Private Limited
Associates of: Shapoorji Pallonji and Private Limited
Registered Office: Universal Majestic, 9th Floor, P. L. Lokhande Marg, Chembur (W), Mumbai – 400 043
Phone: (91-22) 25485300 | Fax: (91-22) 25485331 | CIN: U31200MH1974PTC017538
Email: mumbai@sterlingwilson.com | www.sterlingandwilson.com

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*It would be paid in full in the first year and thereafter it will be Performance Linked Pay (PLP) subject to individual's performance.

**You will be entitled to an Outstation Allowance depending on the project location and posting.

You are advised to acknowledge duplicate copy of this Offer Letter as a token of your acceptance of the terms and conditions of your employment.

Please note that this offer letter is valid subject to your successful completion of your graduation degree.

We welcome you to Sterling and Wilson Group.

Yours sincerely
For STERLING AND WILSON PVT. LTD.

(MOHAN SINGH)
Group Head – Human Resources

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Acceptance of Offer

If after signing and returning this Offer Letter, you decide not to join us, an amount equivalent to one month of your Offered Gross Salary shall be payable by you to Sterling and Wilson Pvt. Ltd. to defray the recruitment time and related costs incurred.

Signature_____
Date_____

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Vardhmān

Delivering Excellence. Since 1965.

VARDHMAN TEXTILES LIMITED

CHANDIGARH ROAD
LUDHIANA-141010, PUNJAB
T: +91-161-2228943-48
F: +91-161-2601 048
E: mngt@vardhman.com

VTxL:VP-HR:2019

June 12, 2019

Mr. Gurkrishan Singh
B-29 60/35-Z-13-A,Street No -1,
Satguru Nagar ,Sodhi Market,,
Shimlapuri,Millerganj

Dear Mr. Gurkrishan Singh,

With reference to the campus selection process that you had with us, we are pleased to select you as **Graduate Engineer Trainee (GET) - Mechanical** at **Level - O2**, in our organization on following terms & conditions:

A. **PAY & PERKS :**

- Basic salary of **Rs. 12500/- (Rupees Twelve Thousand Five Hundred only) per month.**
- Other Perks, Allowances & Statutory benefits as applicable to the employees of your category/level are as per attached Annexure-I.

You shall be posted at **Auro Weaving, Sai Road, Baddi Distt. Solan - 173205,Himachal Pardesh** and your training shall be of one year duration from the date of your joining.

A detailed appointment letter containing the terms and conditions of your engagement mutually agreed upon at the time of interview shall be issued to you on your joining duty.

You are requested to bring along the following documents on the joining day:

- All original certificates & transcripts of the qualification
- Four passport size photographs
- PAN & Aadhar number

You are requested to join by 1st July, 2019 at your place of posting and report to the Personnel & Industrial Relation Office of the aforesaid unit for joining formalities.

Yours sincerely,

For **Vardhman Textiles Limited**

(Vinod Ghourey)
Head - Corporate HR

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Vardhmān

Delivering Excellence. Since 1965.

VARDHMAN TEXTILES LIMITED

CHANDIGARH ROAD
LUDHIANA-141010, PUNJAB
T: +91-161-2228943-48
F: +91-161-2601 048
E: mngt@vardhman.com

VTxL:VP-HR:2019

June 12, 2019

Mr. Mohit Bassi
B-34, 3970 Post Office Street,
Durga Puri,
Halbowal Kalan, Ludhiana

Dear Mr. Mohit Bassi,

With reference to the campus selection process that you had with us, we are pleased to select you as **Graduate Engineer Trainee (GET) - Mechanical** at **Level - O2**, in our organization on following terms & conditions:

A. **PAY & PERKS :**

- Basic salary of **Rs. 12500/- (Rupees Twelve Thousand Five Hundred only) per month.**
- Other Perks, Allowances & Statutory benefits as applicable to the employees of your category/level are as per attached Annexure-I.

You shall be posted at **MSM-TD, Sai Road, Baddi Distt. Solan -173205,Himachal Pardesh** and your training shall be of one year duration from the date of your joining.

A detailed appointment letter containing the terms and conditions of your engagement mutually agreed upon at the time of interview shall be issued to you on your joining duty.

You are requested to bring along the following documents on the joining day:

- All original certificates & transcripts of the qualification
- Four passport size photographs
- PAN & Aadhar number

You are requested to join by 1st July, 2019 at your place of posting and report to the Personnel & Industrial Relation Office of the aforesaid unit for joining formalities.

Yours sincerely,

For **Vardhman Textiles Limited**

(Vinod Chourey)
Head - Corporate HR

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Infosys

Dear Gunjeet,

Thank you for your interest in Infosys! Please find below your login details:

User Name	singh.gunjeet15@gmail.com
Password	0zEZko0#

Web site for India:
https://careers.infosys.com/CareerSite/Aspx/Profile/Landing.aspx?CountryCode=IN&type=Login

Web site for China:
https://careers.infosys.com/CareerSite/Aspx/Profile/Landing.aspx?CountryCode=CH&type=Login

Web site for iBPM:
https://careers.infosys.com/CareerSite/Aspx/Profile/Landing.aspx?CountryCode=IB&type=Login

Regards,
Talent Acquisition
Infosys Limited

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EMRILL

Date: 11 March 2019

CONTRACT OF EMPLOYMENT

Between

EMRILL Services LLC. ("Emrill" or "we")

And

Name: Gunjeet Singh (the "Employee" or "you")

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Employee Name _____ Employee Initials_____

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EMRILL

SCHEDULE 1
EMPLOYMENT DETAILS

Document Reference No:	HR/EC/TECH/03/2019
Name:	Gunjeet Singh
Nationality:	Indian
Job Title:	Trainee Engineer
Job Level:	H
Reporting to:	Facilities Manager
Start Date:	TBC
Location:	UAE
Working Days	6 days per week
Total Gross Salary (Per Month):	AED 2100
Breakdown:	
Basic Salary:	*AED 1800*
Food Allowance:	*AED 300*
Other Allowance:	*N/A*
Fixed Overtime:	*N/A*
Accommodation:	*Company provided accommodation*
Transport:	*Company provided transport to and from your place of work*
Leave Entitlement:	30 calendar days per year of employment.
Flight Entitlement:	One economy class flight every two years
Medical Insurance:	Provided as per Emrill company policy
Probationary Period:	6 months
Period of Notice of Termination:	1 month
Contract Period:	Unlimited

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Employee Name _____ Employee Initials_____

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EMRILL

SCHEDULE 2
TERMS & CONDITIONS OF APPOINTMENT

1. PRE EMPLOYMENT REQUIREMENTS

You will be required to provide Emrill with the following documentation:

a. 10 colour photographs (with white background).
b. A colour copy of passport (minimum 8 months validity)
c. Copy of your work experience certificates
d. Qualification / education certificate(s) attested by the UAE embassy in compliance with the UAE Labour Law.
e. Release or End of Service Certificate from your previous employer (if applicable).
f. Satisfactory references upon request prior to your employment start date.

2. CONTRACT PERIOD

You will be employed on an unlimited term contract subject to the following:

a. The provisions of Part 1 above.
b. You pass the legally required medical examination.
c. The approval of your residency application by the UAE authorities. For the avoidance of doubt, Emrill shall act as your sponsor and make these applications on your behalf.

3. HOURS OF WORK

The current working hours are 9.00 hrs per day from Saturday through Thursday or as amended by the Company. It is anticipated that your responsibilities may necessitate a flexible approach to working beyond these hours as necessary including night shifts. For the extra hours worked you will be paid overtime as per the U.A.E. Labour Law and company policy.

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4. SALARY COMPONENTS

a. Your monthly remuneration will be the Total Gross Salary (as set out in *SCHEDULE 1*) and is comprised of a basic salary plus any applicable allowances (as described in part 3 below). The specified remuneration will be paid monthly in arrears into a bank nominated by Emrill accessible by bank card or a local bank account of your choice.
b. Your salary may be subject to deductions as required by law and/or agreed between the parties. Emrill shall have the right to deduct any sums owed by the Employee to Emrill including without limitation any overpayments, advances or loans made to you by Emrill or any damage or loss caused by you.

5. APPLICABLE ALLOWANCES

a. **Food Allowance**: As part of your Total Gross Salary you will receive a food allowance as set out in *SCHEDULE 1*.
b. **Other allowance**: As part of your Total Gross Salary you will receive an 'Other' allowance as set out in *SCHEDULE 1*.
c. **Fixed Overtime**: As part of your Total Gross Salary you will receive Fixed Overtime as set out in *SCHEDULE 1*. This is a fixed monthly overtime payment to cover the difference between standard working hours and your total 12 hour shift length. Fixed overtime amount shall be deducted for hours not worked.
d. **Accommodation**: Emrill will provide you with and the Employee shall reside in, company accommodation for the duration of the Contract of Employment.
e. **Transport**: Emrill will provide you with company transport to and from your place of work.

Employee Name _____ Employee Initials_____

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EMRILL

6. FLIGHT ENTITLEMENT

After completion of two years continuous service, you will be entitled to an economy class return air ticket between UAE and the nearest International Airport to your hometown. For the remainder of your employment, you will be entitled to a flight as set out in *SCHEDULE 1*.

7. INSURANCE

a. You and any eligible dependent family members (as defined within Emrill company policy) normally resident with you in UAE will be covered by Emrill's healthcare scheme (subject to any exclusions or excess / deductible which will be payable by the Employee directly as determined by the applicable insurance policy). If the insurance provider(s) refuses for any reason to provide private medical insurance benefits to the Employee (or to the Employee's dependants), Emrill shall be under no obligation to provide any replacement benefits or to pay any compensation in lieu of such benefit.

b. Throughout your employment with Emrill, you will be insured against the risk of accidental death and total permanent disability in accordance with Emrill's company policy.

c. You will be insured in accordance with the UAE Labour Laws.

d. If you are involved in an accident whilst driving a vehicle / equipment belonging to Emrill, any excess due on the applicable insurance policy will be payable by you and deducted from your next salary payment.

e. If you incur any parking fines or commit a driving offence whilst driving a vehicle / equipment belonging to Emrill, any charges incurred will be payable by you and deducted from your next salary payment.

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8. LEAVE

a. You will be eligible to annual leave accrued for each completed year of employment as set out in *SCHEDULE 1* and in accordance with the leave policy.

b. You will be entitled to sick leave as per UAE Labour Law and as specified in the Emrill's company policies. You will be required, upon request, to produce appropriate certification by a competent medical authority.

9. PROBATIONARY PERIOD

a. All employees are subject to a probationary period following commencement of employment. Your probation period is as set out in *SCHEDULE 1*. Emrill will provide written notification to you following completion of your probationary period.

b. During your probation period you will accrue leave based on your annual entitlement. All applications to avail your annual leave entitlement are subject to operational requirements and line management approval.

c. Employees are not entitled to any paid leave of any nature during the probationary period.

d. During the probationary period, the Contract of Employment can be terminated by the either party for any reason by giving the other party written confirmation of such termination. The minimum notice period applicable for termination in these circumstances is as follows:

   i. Termination by the Employee – 1 week notice
   ii. Termination by Emrill – 1 day notice.

10. TERMINATION

a. Following successful completion of the probation period, the Contract of Employment can be terminated by the Employee for any reason by giving the other party written confirmation of such termination. The minimum notice period applicable for termination in these circumstances is set out in *SCHEDULE 1*.

Employee Name _____ Employee Initials_____

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EMRILL

b. The Contract of Employment can be terminated by Emrill for cause or in the event of business restructure by giving the other party written confirmation of such termination. The minimum notice period applicable for termination in these circumstances shall be as per the UAE labour law or as otherwise lawfully agreed between the parties.

c. Emrill may, at its discretion, elect to pay the Employee cash in lieu of notice in order to effect termination.

d. In the event that either party terminates the Contract of Employment following the conclusion of the probationary period and within the **first 12 months** following the employment start date, the following will be deducted from your final settlement:
   i. Any annual leave taken exceeding the actual accrued amount as of the date of termination.
   ii. A pro rata sum for any actual training costs.

e. Upon expiry or other termination of this Contract of Employment, you shall hand over to those persons nominated by Emrill, all effects, property or documents (including any copies of such) belonging to Emrill including but not limited to any diaries, notes, records, accounts, notebooks, manuals, correspondence, and any other materials (including computer software and records) whatsoever.

11. END OF SERVICE BENEFITS

At the end of your service with the company you will be entitled to end of service benefits calculated and payable in accordance with the UAE Labour Law.

12. AIR PASSAGE ON TERMINATION

If you were recruited from outside of the UAE you will, subject to the conditions contained within the UAE Labour Law, be eligible to a single one way economy air ticket from Dubai to the International Airport nearest to your hometown upon termination. Note: In the event of termination under section 120 of the UAE Labour Law or of termination by the Employee, eligibility for this entitlement will be removed.

pandement

13. CONFIDENTIALITY

Emrill possesses a wide variety of information that is confidential in nature (e.g. concepts, know how, paperwork, computer records, etc.). The information is important to its position in the local and worldwide market place and is a valuable business asset. You shall not at any time, whether during or after your employment with Emrill, disclose, divulge, make public, impart or make use of any information for your own use or for any other purpose other than as directed by or with the consent of Emrill.

14. NON COMPETE

a. For a minimum period of 6 months following termination / expiry of this Contract of Employment, you agree that you shall not directly employ, entice, solicit or invite employment of any Emrill employee.

b. Unless consent is provided in writing from Emrill, you agree that you shall not accept employment with any Emrill competitor or Emrill client for a period of 6 months following termination / expiry of this Contract of Employment.

15. CONFLICT OF INTEREST

a. You shall declare any perceived, potential or actual conflict of interest to Emrill.

Employee Name _____ Employee Initials_____

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EMRILL

b. Emrill shall be your sole employment and you shall not carry out any personal business for your own financial benefit or for that of other employers either directly or indirectly, in any manner whatsoever.
c. You shall at all times act in the best interests of Emrill to the best of your ability and shall do nothing to prejudice Emrill or its reputation at any time whether during or after your period of employment.

16. COMPANY POLICIES

You will be required at all times to comply with the Emrill's rules, regulations, policies and procedures, including but not limited to all Quality Assurance, Environment, Health and Safety standards for the duration of your employment.

17. GENERAL

a. All employment terms are in accordance with and enforced under the UAE Labour Law. In the event of any conflict between this Contract of Employment and UAE Labour Law, the UAE Labour Law shall take precedence.
b. In the event that an Employee breaches any term of this Contract of Employment, Emrill reserves it right to consider legal action without further notice to said Employee.

For and on behalf of the Employee: By signing below, I confirm that I have read, understood and accept the terms and conditions set out within this Contract of Employment:

Signature: _____

Name: _____

Date: _____

Please return two original signed copies of this Contract of Employment along with the pre-employment requirements stated in clause number one (1).

For and on behalf of Emrill Services LLC:

Signature: _____

Name: **Renji Mathew, Head of HR**

Date: _____

Employee Name _____ Employee Initials _____

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EMRILL

Ref No. HR/EC/TECH/03/2019

Date: 11 March 2019

Name: Gunjeet Singh
Designation: Trainee Engineer

CC: Payroll
P/File

Dear Gunjeet Singh,

The **Emirates ID card** (also called the National Identity Card) is an identification card issued by the Emirates Identity Authority (EIA) for UAE residents. It is now a legal requirement to acquire an Emirates ID card to process your residence visa and for use in other UAE government services.

Emrill will pay for the cost of processing your visa; however the cost of the Emirates ID card is borne by the employee. Upon joining Emrill, the company will initially pay the charges of **AED 370** for obtaining your Emirates ID which will then be deducted from your salary in monthly instalments until the cost is recovered in full. As per company policy, no individual monthly deduction will exceed 5 days total gross salary per month.

The above process will be repeated for any subsequent renewal(s) of your Emirates ID as necessary.

Kind regards,
Emrill Services LLC

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For and on behalf of the Employee:

By signing below, I confirm that I agree to the above process and confirm my acceptance for the deduction of AED 370 from my monthly salary in instalments for the processing of my Emirates

Signature: _____

Name: _____

Date: _____

Please return an original signed copy of this letter.

Employee Name _____ Employee Initials _____

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rjcorp **VARUN BEVERAGES LIMITED**

Corporate Off : Plot No.31, Institutional Area, Sec.-44, Gurgaon, Haryana-122002 (India)
Ph.: +91-124-4643100-500 • Fax: +91-124-4643103/04 E-mail : info@rjcorp.in • Visit us at : www.varunpepsi.com
CIN No. : L74899DL1995PLC069839

REF: VBL/Pathankot/2019/10870
Date: 05.07.2019

Mr. Parminder Singh
H.No. 2461,
Shaheed Karnail Singh Nagar,
Ludhiana, Punjab- 141006

SUB: CONTRACT OF TRAINEESHIP

With reference to your application and subsequent discussions with us, we are pleased to appoint you as **"Trainee - Production"** in grade **'MT1'**, subject to your joining us on or before **15-July-2019**. You will be on training for a period of **12 Months** from the date of joining.

At the end of the training period, you will be evaluated upon multiple factors. Based on the outcome of your evaluation and suitable opportunities in the organization, you will be employed and assigned a suitable role. In the event that you are found unsuitable based on the evaluation, then the traineeship may be extended or terminated.

You will initially be based out of **Pathankot Plant.**

The broad terms and conditions of your traineeship are as follows:

1. Your basic pay, allowances and perquisites will be as mentioned in the attached Annexure.
2. This contract is subject to your being physically and mentally fit at all times.
3. You will be governed by the Company's policies and code of conduct/ ethics (which may be amended periodically), at all times. It will be your responsibility to keep abreast of all such policies and codes applicable to you.
4. You will assigned learning projects, for which you will engage with complete integrity, and maintain a high standard of initiative, efficiency and cost consciousness.
5. You shall not divulge to anyone, during the tenure of your engagement or subsequently thereafter, through any means, particulars or details of our business processes, technical know-how, security arrangements, administrative and/or organizational matters of a confidential / secret nature, which you may be privy to, by virtue of your role and discharge of your responsibilities. In case of any breach of this clause, you shall be liable to prosecution in a court of law besides any other disciplinary or other action that may be deemed appropriate by the Company.
6. During the course of your traineeship with us, any process improvement, patents, and technology which you may create, improve or modify, will remain the sole intellectual property of the Company, and you will not have any claim to any individual rights on the same during or subsequent to your traineeship with us. You will ensure that patents, where applicable, are registered in the name of the Company.
7. Your entire time and attention will be devoted to the Company, during the period of your traineeship. You will not, during the course of this contract, work directly or indirectly for any person, firm or company/organization, with or without pay/remuneration nor will you engage yourself or take interest, directly or indirectly in any trade or business in any capacity.

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rjcorp VARUN BEVERAGES LIMITED

Corporate Off : Plot No.31, Institutional Area, Sec.-44, Gurgaon, Haryana-122002 (India)
Ph.: +91-124-4643100-500 • Fax: +91-124-4643303/04 E-mail : info@rjcorp.in • Visit us at : www.varunpepsi.com
CIN No. : L74899DL1995PLC069839

8. You will be responsible for the safe custody of all Company property whether they are assigned to you specifically, or as a shared resource. The Company reserves the right to recall any of these from you, at any time. In the event of any loss or damage of any Company property in your possession, the Company reserves the right to recover the damages, and/ or take any such action as it deems appropriate.

9. Based on business requirements, at the sole discretion of the Company, your services, may be transferred, assigned or deputed to any department, unit, plant, office or division or to any subsidiary/ sister concern of the Company, (whether existing or to be set up in the future) anywhere in India or abroad, at any time, for any duration, without any additional remuneration.

10. Clauses related to resignation/termination are as follows:

    a. Your notice period will be 1 month.
    b. In case you resign from the services of the Company, you will be required to serve the full notice period unless the company agrees to an earlier release and resultant recovery of notice pay calculated based on your basic salary.
    c. Upon your resignation, the Company reserves the right to release you earlier, at its sole discretion, by paying you notice pay for the unserved period of notice.
    d. The company reserves the right to terminate your services at any point by providing 1 months' notice or 1 months' notice pay in lieu thereof, in any proportion.
    e. If you are found guilty, at any time, of (i) an act of misconduct, (ii) any willful breach of the terms of this appointment (iii) violation of rules and directions (iv) having misrepresented any facts about yourself at the time of hiring or subsequently (v) disobeying any reasonable and ethical instructions given to you from time to time, the Company may, without any notice or payment in lieu thereof, put an end to your service and terminate your traineeship forthwith, and retain the right to recover all losses, damages and outstandings as it may deem appropriate.

11. If subsequently employed, you will superannuate from the services of the Organization on the last day of the month in which you attain the age of 58 years. As declared by you, your Date of Birth is **16-Jan-1997**.

12. The compensation offered to you is confidential and must not be shared with anybody at any time.

Please sign a copy of this letter in token of your acceptance of these appointment terms and conditions.

For Varun Beverages Limited;

Anjali Bhatia
AVP-Human Resources

I have read, understood and agree to the above
Name: **Parminder Singh**
Signature:
Date:
Place:

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rjcorp **VARUN BEVERAGES LIMITED**

Corporate Off : Plot No.31, Institutional Area, Sec.-44, Gurgaon, Haryana-122002 (India)
Ph.: +91-124-4643100-500 • Fax: +91-124-4643303/04 E-mail : info@rjcorp.in • Visit us at : www.varunpepsi.com
CIN No. : L74899DL1995PLC069839

ANNEXURE

Name :	Mr. Parminder Singh	Department:	Production
Components		Monthly (INR)	Annual (INR)
A	Basic Salary	15,100	181,200
	HRA	7,550	90,600
	Education Allowance	200	2,400
	Conveyance Allowance	2,150	25,800
Sub Total (A)		25,000	300,000
B	Retiral Benefits		
	PF (Employer Contribution)	1,812	21,744
	Gratuity	727	8,724
Sub Total (B)		2,539	30,468
Total (A+B)		27,539	330,468

Disbursal of all heads of compensation/ benefits will be as per the relevant laws/ statutes (eg Payment of Gratuity Act, 1972), governing the same and applicable company policies. The Company reserves the right to reconstitute the heads of compensation at any time, at its sole discretion.

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1. As per Company policy applicable in your grade, you will be entitled to the following insurance coverage :

a. Hospitalization Insurance for Self, Spouse & 2 children

b. Group Personal Accident

c. Group Term Life Insurance

The company's liability is limited to paying the premium related to these insurances, based on information provided by you in the appropriate format.

For Varun Beverages Ltd:

Kirti Narayanrtha
General Manager-HR

I have read, understood and agree to the above.
Name: Parminder Singh
Signature:

Subject: **Fwd: Thermax Internship Program | Pre-Placement Offer**
From: sunnykumar510sk <sunnykumar510sk@gmail.com>
To: <tpo@gndec.ac.in>
Date: 2019-06-25 11:00

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Sent from my Samsung Galaxy smartphone.

-------- Original message --------
From: Kajal Soni <Kajal.Soni@thermaxglobal.com>
Date: 01/10/2018 5:34 p.m. (GMT+05:30)
To: sunnykumar510sk@gmail.com
Cc: mannkulvinder@yahoo.com, "Campus@Thermax" <campus.recruitment@thermaxglobal.com>, Amit Choudhary <Amit.Choudhary@Thermaxglobal.com>
Subject: Thermax Internship Program | Pre-Placement Offer

Dear Sunny Kumar,



You made it! It gives me immense pleasure to inform that you have been selected as Graduate Engineer Trainee in Thermax Ltd. through Thermax Internship Program (TIP).

Over the last three months, we had a detailed evaluation and found you to be an enthusiastic and passionate individual with willingness to learn continuously which we believe will be an asset to the organization.

We welcome you in Thermax and solicit your support by not participating in the campus drive of your college for any other companies.

Your date of joining would 1st August 2019, with a CTC of 4.75 lakhs per annum. Request you to share your current address so we would like to courier the Pre-placement offer to you with all the necessary details.

For any queries, you may mail or call me at the below mentioned details.

Welcome to Thermax family!!!

Thank you

Warm Regards,

Kajal Soni

Human Resources I Thermax Ltd., Pune, India I

Email: kajal.soni@thermaxglobal.com I Phone: 66031 2531

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Customer Care: India toll free: 1800-209-0115 Indonesia toll free: 007-016-1500
Prefix digits: 001 for Indosat users or 007 for Telkom users

THERMAX LIMITED

Corporate Identity Number (CIN) : L29299PN1980PLC022787

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Disclaimer by Thermax Limited

The information in this email is confidential and may be legally privileged. It is intended solely for the addressee. Access to this email by anyone else is unauthorized. If you are not the intended recipient, any disclosure, copying, distribution or any action taken or omitted to be taken in reliance on it, is prohibited and may be unlawful. When addressed to our clients, any opinions or advice contained in this email are subject to the terms and conditions.

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SHARAD GANGAL
EXECUTIVE VICE PRESIDENT
HR, IR & ADMIN. &
MEMBER - EXECUTIVE COUNCIL

THERMAX LIMITED
THERMAX HOUSE, 14 MUMBAI PUNE ROAD,
WAKDEWADI, PUNE 411 003, INDIA
TEL : +91 20 25542122, 25542263
FAX : +91 20 25541226
E-mail : sharad.gangal@thermaxglobal.com

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THERMAX

Date: 29.11.2018

Mr. Sunny Kumar
H.no-1538, ST No- 5, Gian Chandnagar,
Near Pidai Chowk, Giaspura,
Ludhiana 141003

Dear Sunny Kumar,

Congratulations on being selected as a GET at Thermax!!

I am delighted to have you on board as a part of our GET Program. You have made it through a stiff competition from some of the best colleges in India. We see immense value in having young engineers like you working with us. I am sure you will get a reciprocatory experience from the exposure and learning that we offer.

We started this program about 44 years back and it has contributed in creating a talent pipeline that has been sustained year after year. Many have joined this company through this program and got internal career opportunities which they dreamt of during their engineering studies.

I am sure you would be looking forward to begin your professional career; we are equally excited to have you as a part of this winning team.

We will be in touch with you and once again a warm and hearty welcome into the Thermax family!

Yours Sincerely,

Sharad Gangal

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Rightresource Technologies

Rightresource Technologies India (P) Ltd.

CIN No. U72900PB2017PTC046185

Letter of Intent

Dear Twinkle Khanna,

Thank you for interviewing with us. We are pleased to extend you the Letter of Intent with our company **RightResource Technologies India Pvt Ltd (ITConnectUS Inc.)**.

Your gross CTC will be Rs 2.40 L P/A Gross (Rupees Two Lakh and Forty Thousand Gross) as **Executive Recruiter** for **IT Staffing, and your final appointment with the company will be based on the following parameters**.

- Each Individual needs to clear an evaluation test post 4 weeks of training.
- Training period will be paid only upon clearance of evaluation Test.
- If candidate fails to clear evaluation in first go, additional 2 weeks of training will be provided followed with Evaluation Test as the final Chance.
- 100% Attendance is must during trainings.

You are required to report on July-01-2019at **6:30 PM** in our office- Plot no. C-204, Second Floor, Industrial Area, Near World Tech Tower, Sector 74, Sahibzada Ajit Singh Nagar, Punjab 140308.
Detailed appointment letter with complete cost to the company break up will be provided once you complete the 90 Days of probation period with us.
You are required to submit the following documents at the time of joining

- Two passport size photographs
- Photocopy of all Education Certificates
- Photocopy of Address Proof
- Identity Proof (PAN Card/AADHAR Card/ Passport).

Your regular Office Timing is Monday to Friday from 7:00 PM to 4:00 AM

We are very excited to have you as a part of our family and look forward to getting you the successful career ahead.

Authorized Signatory

Vivek 26/06/19

Vivek Tiwari

Senior Manager- TAG

RightResource Technologies India Pvt. Ltd (ITConnectUS Inc)

Twinkle Khanna
26th June, 19

Office No. C-204, 2nd Floor, Industrial Area, Phase 8B, Mohali, Punjab 160055, India Contact : + 91-6283040248

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Rightresource Technologies

Rightresource Technologies India (P) Ltd.

CIN No. U72900PB2017PTC046185

Letter of Intent

Dear Mandeep Singh,

Thank you for interviewing with us. We are pleased to extend you the Letter of Intent with our company **RightResource Technologies India Pvt Ltd (ITConnectUS Inc.)**.

Your gross CTC will be Rs 2.40 L P/A Gross (Rupees Two Lakh and Forty Thousand Gross) as **Executive Recruiter** for **IT Staffing, and your final appointment with the company will be based on the following parameters.**

- Each Individual needs to clear an evaluation test post 4 weeks of training.
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Detailed appointment letter with complete cost to the company break up will be provided once you complete the 90 Days of probation period with us.
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- Photocopy of all Education Certificates
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- Identity Proof (PAN Card/AADHAR Card/ Passport).

Your regular Office Timing is Monday to Friday from 7:00 PM to 4:00 AM

We are very excited to have you as a part of our family and look forward to getting you the successful career ahead.

Authorized Signatory

Vivek 26/06/19

Vivek Tiwari

Senior Manager- TAG

RightResource Technologies India Pvt. Ltd (ITConnectUS Inc)

mandeep singh 26/06/19

pdfelement

Office No. C-204, 2nd Floor, Industrial Area, Phase 88, Mohali, Punjab 160055, India Contact : + 91-6283040248

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Subject **Fwd: Cummins India Limited- Pre-Employment Medical Check-up**
From Manjot Singh <msbirdi07@gmail.com>
To <narindersingh@gndec.ac.in>
Date 2019-07-02 11:26

- image001.png (~25 KB)
- New Pre Employment Medical Examination Form.pdf (~625 KB)

Thanks and regards,
Manjot Singh

Begin forwarded message:

From: Kalyanee S Mhankale <kalyanee.mhankale@cummins.com>
Date: 28 March 2019 at 10:08:59 IST
To: "msbirdi07@gmail.com" <msbirdi07@gmail.com>
Subject: FW: Cummins India Limited- Pre-Employment Medical Check-up

Hi Manjot,

A gentle reminder on the below mail. Please share your medical form at the earliest.

Thanks & Regards,
Kalyanee M
9130012519

From: Kalyanee S Mhankale **On Behalf Of** Campus Recruitment
Sent: 18 January 2019 18:17
Subject: Cummins India Limited- Pre-Employment Medical Check-up

Hi Candidate,

Congratulations for making it through the selection process of Cummins.

As a part of the process, you are now required to complete the Pre Employment Health Checkup.

1. If you are based in Pune : Kindly get an appointment and visit our Offices in Pune to get your Medical tests done from our in-house Doctors.

	Office Address	Visiting Days	Timings
Option 1	Cummins India Limited,	Mon to Fri	10:00 AM

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	Tower B, 2nd Floor, Cummins India Office Campus, Survey No. 21, Balewadi, Pune-411045 **(Post-Appointment)**		to 6:00 PM
Option 2	Cummins India Limited, Dhanukar Colony, near Gandhidham Bus Stop, Kothrud, Pune - 411038 **(Post-Appointment)**	Mon to Sat	9:30 AM to 4:30 PM

2. <u>If you are based outside Pune</u> : Kindly take a print of the attached Medical form and follow the below mentioned steps:

<u>PRE-EMPLOYMENT MEDICAL FORM:</u>

1. Please visit **Registered MBBS Doctor** and complete the Investigations;

2. Page 1st, 2nd & 3rd - Please fill your personal details (**All details are mandatory).**

3. Doctor will fill 4th and 6th page of the Form and will sign and put their stamp (with doctors registration number and Degree) on the same (**All details are mandatory).**
4. Page 5 – It should be blank, it's for the employees who have completed 1-2 years in Cummins.

5. Tests to be conducted- **Haemoglobin, Random Blood Sugar, Routine Urine**.
6. Please send the scanned copy of the test reports and completed medical form (via Email) to johra.khatoon@cummins.com by 28th Jan 2019.

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Please note a physical copy of the medical form and blood group certificate has to be submitted on the date of joining which will be communicated later.

Once the medical tests are completed and cleared, you will get a mail on the joining formalities and documentation.

Thanks & Regards

Team Campus

Cummins India Limited

India Office Campus, Survey No. 21, Balewadi, Pune 411045

Find us on Facebook | Click To Join Us On LinkedIn | Tweet us on: @IndiaJobCummins

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Working Right . | careers.cummins.com



image001.png
~25 KB

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Subject: **Fwd: Infosys Lex platform for Campus Recruits**
From: Shubham Sharma <sharmashub2397@gmail.com>
To: <tpo@gndec.ac.in>
Date: 2019-07-02 11:32

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---------- Forwarded message ---------
From: **Varadharaj V** <TA_Vardha@infosys.com>
Date: Thu, Oct 25, 2018, 15:19
Subject: Infosys Lex platform for Campus Recruits
To: sharmashub2397@gmail.com <sharmashub2397@gmail.com>

Dear Shubham Sharma,

Congratulations and welcome to Infosys!

pdfelement

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational**, **Technical Stream** and **Soft Skills**. Through **Lex**, you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex**. Upon **Clearing the assessment**, you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

Benefits of this acceleration

- Shorter training program
- Faster deployment to unit
- Quicker confirmation
- Faster promotion
- Significant head start compared to peers
- You will also receive a financial incentive of **Rs. 25,000** along with the first month's payroll

If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

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- **Login ID: Sharmashub2397@Gmail.Com**
- **Password: TfNzQYeU**

Keep learning! Keep winning!

Regards,

Varadharaj V (Vardha)

AVP - Talent Acquisition

Infosys Limited

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Infosys

Dear Kumar,

Thank you for your interest in Infosys! Please find below your login details:

User Name	deep.rajcr16@gmail.com
Password	dSp0ME0#

Web site for India:
https://careers.infosys.com/CareerSite/Aspx/Profile/Landing.aspx?CountryCode=IN&type=Login

Web site for China:
https://careers.infosys.com/CareerSite/Aspx/Profile/Landing.aspx?CountryCode=CH&type=Login

Web site for iBPM:
https://careers.infosys.com/CareerSite/Aspx/Profile/Landing.aspx?CountryCode=IB&type=Login

Regards,
Talent Acquisition
Infosys Limited

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Gmail

kumar deepraj <deep.rajcr16@gmail.com>

Infosys Certification - An update!

1 message

infytq@infosys.com <infytq@infosys.com> Thu, May 23, 2019 at 12:09 PM



pdfelement

Dear Learner,

Thank you for keeping the learning momentum up with Infosys on the InfyTQ platform.

As you are aware, we recently launched the Infosys Certification program and we're delighted to let you know that the response to this has been overwhelming.

While this journey is on, it has been brought to our notice that some external vendors and training companies are reaching out to colleges and students claiming that they will help students crack the Infosys certification assessments. We'd like you to note that Infosys has not authorized/ is not affiliated with any vendor to train students for the Infosys Certification. Further, Infosys does not collect any fees for this certification.

In case you have any queries or concerns, write to us at infytq@infosys.com.

Regards,

Team InfyTQ

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--BCC Intentional--

Unsubscribe

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Gmail

abhineet dubey <abhineetdubey58@gmail.com>

Infosys Lex platform for Campus Recruits

Varadharaj V <TA_Vardha@infosys.com>
To: "abhineetdubey58@gmail.com" <abhineetdubey58@gmail.com>

Fri, Oct 26, 2018 at 9:27 AM



Dear Abhineet Gaurav Dubey ,

Congratulations and welcome to Infosys!

As a preparatory step for all our offered students who will be joining Infosys, we require you to enroll on our **Lex** platform which has been created for our exclusive group of campus recruits. **Lex** is our advanced, anytime, anywhere learning platform to facilitate Learning-on-the-go. Registration on Lex is mandatory for all our campus hires.

The Infosys training program comprises three segments viz., **Foundational, Technical Stream** and **Soft Skills.** Through **Lex,** you get an opportunity to complete the **Foundational segment** even before you join us at Mysore. Within a week of your joining at Infosys, you will be administered a pre-training assessment on topics covered in **Lex.** Upon **Clearing the assessment,** you will be a **fast-tracker** and advance to the Stream and Soft Skills segments of our training program directly!

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- Faster promotion
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If you do not clear the assessment, then you will go through the regular training program. I am very confident however that, being a future Infoscion, you have it in you to prepare well and 'crack' our assessments!

For more information, please login here using the below credentials:

- **Login ID:** abhineetdubey58@gmail.com
- **Password: VeTogp_6**

Keep learning! Keep winning!

Regards,

pdfelement

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Varadharaj V (Vardha)

VP - Talent Acquisition

Infosys Limited

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EcoStan®
Making World Better Place

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GST NO: 03AAECE2385H1ZU

Dated: 4th Sept 2019

TO,
Mr. Harpreet Randhawa
Phone: **+91-81980-77793**
Email: **harpreetrandhawa999@gmail.com**

Dear Harpreet,

Subject: Offer Letter

Thank you for exploring career opportunities with **ECOSTAN INDIA PRIVATE LIMITED.** You have successfully completed our 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 **Sales & Marketing Executive.** You must look after complete work as mentioned in the scope of work which will be the part of your Job Description & Scope of Work, which is annexed with this Offer Letter as Annexure – A, the Job Description & Scope of work can be altered time to time depending on the company polices.

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1. Your location of posting will be Ludhiana, Punjab at the Corporate office of ECOSTAN.
2. You will be reporting to Director & Business Development Manager as mentioned in your Scope of Work at ECOSTAN (Annexure – A).

Kindly confirm your acceptance of this offer by replying to this email. If you will not accept within 7 days, it will be constructed that you are not employed, and this offer will be automatically stand cancel.
After acceptance of this letter a, letter of appointment will be issued to you on your joining date after completing the joining formalities as per company policy, your joining date will be **9th September 2019**.
In the event of you not being able to join on or before the joining date mentioned, please intimate in writing failing which this offer letter is deemed to lapse.
Kindly note that this offer is subject to your submission of all required documents, and acceptable feedback from your professional references. By accepting this offer you provide consent to conduct the necessary reference and background checks.

Remove Watermark Now

On your joining you are required to submit the required documents as mentioned in clause (2) Submission of Documents, of this offer letter.

Terms & Conditions of Service

Working Hours:

Your working hours will be of 08.30 hours staring from 09.30 AM to 06.00 PM. Lunch Break will be for 15 minutes only.

The timing may change depends on the company rules and regulations.

Increments and Promotions:

Your performance and contribution to ECOSTAN will be an important consideration for salary increments and promotions. Which are based on targets set off and achieved by you within the given timeframes. The targets & timelines are to be approved by the Director, Chief Sales Office (CMO) or Chairman of the Company.

Alternative Occupation/Employment:

Either During the period of your traineeship (probation period of 3 Months) or during of your employment as a confirmed employee of ECOSTAN, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission from ECOSTAN's Director, Managing Director or Chairman.

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Non-Compete, Non-Solicitation & Non-Disclosure of Confidential Information Agreement:

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

Remove Watermark Now

Clause (1)

Jurisdiction:

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

Termination from Services:

ECOSTAN shall give one month's notice for termination of services or one-month salary in lieu thereof. No notice or payment in lieu thereof shall be payable by ECOSTAN when the services are terminated on account of any misconduct, either during the period of probation period or full-time employment. During your tenure with ECOSTAN, either you or ECOSTAN can terminate the appointment by giving 30 calendar days written notice or 1 month's basic salary in lieu of the notice.

Retirement:

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

Clause (2)

Submission of Documents:

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

- Permanent account number (PAN) Card.
  You are required to submit a copy of your PAN card along with other documents as mentioned herein immediately on joining.
  As per Indian Income Tax rules, the PAN number is mandatory requirement for processing salary.
- Matric and Senior Secondary marks sheets
- Degree Certificate and marks sheet for semesters
- Postgraduate degree certificate and marks sheets for all semester (if you are a Postgraduate)
- Birth Certificate/Proof of Age
- 2 Passport Size photograph
- Address Proof (Passport or Aadhar Card)
- If you were employed, a formal release & experience letter from your previous employer
- And Last 3 months' salary slips as applicable

On joining you will be required to complete

- Bank Account details
- Family dependent details

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Annexure: A

EcoStan Executive (Sales & Marketing) Role & Scope of Work:

The Role of the Executive (Sales & Marketing)

A Sales & Marketing Executive promotes the product and service to the customers and negotiate contracts with the aim of maximising the company's profit. Sales & Marketing Executive is the key point of contact between an organisation and its clients answering queries, offering advice and introducing new products.

Job Description

- To generate leads & identify within targeted leads and initiate the sales process.
- Actively seek out new sales opportunities through cold calling, networking and social media.
- Build network and spheres of influence in order to grow prospect lists.
- Set up meetings with potential clients.
- Prepare and deliver presentations on products/services.
- Negotiate the terms of an agreement and close sales.
- Listen to customer requirements and present appropriately to make sale.
- Maintain and develop relationships with existing customers in person and via telephone calls and emails.
- Listen and draw out the concerns /problems of others to identify possible solutions.
- Prepare and report on goals, sales and prospects.
- Act as a contact between a company and its existing and potential markets.

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Your present and permanent address is a part of company records and you are expected to inform the company about any change in your address and telephone numbers.

Remove Watermark Now

EcoStan®
Making World Better Place

GST NO: 03AAECE2385H1ZU

Annexure: B

Find Below your compensation details

Your Annual CTC would be Rs. 3.60 lacs pa

Fixed - Rs. 2.40 Lacs pa
Variable- Rs. 1.20 Lacs pa

We are looking forward to having you in our team

Regards
Maninderjit Singh
(Director Business Development)

I agree to the above and attached terms & conditions _____Dated_____

Dated: 4th Sept,2019

pdfelement

Remove Watermark Now

12:08

Employee Information Form - Just Dial Ltd

Inbox

Just Dial 30 Jan

to me

Dear Nitish Anand,

Congratulations on your selection with Just Dial!!! Please find below the link to view and download soft copy of your offer letter.

Offer letter Link: http://accounts.justdial.com/hire_services/hire/join?id=5c519a7e9cbb8

pdfelement

We Would request you to review the offer letter and send your acceptance at the earliest possible.

Once you accept the offer, please finish you pre-joining formalities immediately by clicking on the following link.

Note: Before clicking on the joining link please ensure to have the attached list of mandatory documents soft copies saved on your desktop for completing the formalities without any hassles.

Joining Formalities Link: http://accounts.justdial.com/hire_services/hire/join?id=5c519a7e9cbb8

(If clicking the above links doesn't seem to work you

Remove Watermark Now

13-06-2019

Varun Kumar
Chandigarh

Subject: **LETTER OF OFFER**

Dear Varun,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**. You will be on probation for a period of six months from your date of joining which will be on or before **17-06-2019**.

The annual compensation calculated on Cost to Company will be **INR 259000/-**.

Details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.17000 /-p.m.	102000
2	Revised Salary - After Six Months*	Rs.20000 /-p.m.	120000
	Performance Cum Retention Bonus*	**Amount**	
3	End of 6 Months - One month Salary	17000	17000
4	End of 12 Months - One month Salary	20000	20000
	Total CTC per annum		**259000**

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***Revised Salary & Performance cum Retention Bonus (PCRB)** are paid subject to satisfactory performance report at the end of **6 months** and **12 months** after successful completion of probation in writing.

Your place of posting will be **Ludhiana**.

As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

You are requested to sign a copy of this letter as a token of acceptance.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited

Tanu Sharma

Remove Watermark Now

07/5/2019

STEPUPHR
SEARCH | SELECTION | ADVISORY

To,

The H.O.D,

Guru Nanak Dev Engineering College,

Ludhiana.

Sub: Selection of 4 students.

Dear Sir

This is to inform you that thru your esteem college we have hired four students with one year of bond which they will sign at the time of joining, details of hired students is mentioned below:

S. No.	Name	Annual CTC	Date of Joining	
1	Sonia Rajput	1.80 L	3rd June 2019	MBA/1707389
2	Varun Kumar	1.44 L	3rd June 2019	PE-1607491
3	Harpreet Singh	1.80 L	3rd June 2019	MBA-1707359
4	Prasant Singh	1.44 L	3rd June 2019	PE-1508259

Please Note: On 1st day of joining students have to bring original & photocopy of PAN Card, Residence Proof and qualification certificates for completing their joining process.

Thanks & Regards

For Step Up Placements

Authorized Signatory

Date: 4th May 2019

REDMI NOTE 7 PRO
AI CAMERA

Regd. Office : 602, 6th Floor, KG Tower, SCO 22-23, Feroze Gandhi Market, LUDHIANA-1
Branch Office : Unit #1, 17th Floor, Building Oberoi Garden Estates, Central Chakala
Ph: 0161-5100601, 5100609 E-mail : au@stepuphr.com Website : www.stepuphr.com
Bangalore | Delhi | Mumbai

Remove Watermark Now

STEPUP HR
SEARCH | SELECTION | ADVISORY

To,

The H.O.D,

Guru Nanak Dev Engineering College,

Ludhiana.

Sub: Selection of 4 students.

Dear Sir

This is to inform you that thru your esteem college we have hired four students with one year of bond which they will sign at the time of joining, details of hired students is mentioned below:

MBA 1728050, 1707389

S. No.	Name	Annual CTC	Date of Joining
1	Sonia Rajput	1.80 L	3rd June 2019
2	Varun Kumar	1.44 L	3rd June 2019
3	Harpreet Singh	1.80 L	3rd June 2019
4	Prasant Singh	1.44 L	3rd June 2019

MBA 1728020, 1707358 PE 154029, 150250 PE 154107, 160748,

Please Note: On 1st day of joining students have to bring original & photocopy of PAN Card, Residence Proof and qualification certificates for completing their joining process.

Thanks & Regards

For Step Up Placements

Authorized Signatory

Date: 4th May 2019

Step Up Placements
Registered Office : 602, 6th Floor, K10 Tower, SCO 22-23, Feroze Gandhi Market, LUDHIANA-141001. (Punjab)
Branch Office : Unit Nos. 2098/2099, 2nd Floor, Building Oberoi Garden Estates, C-Wing, Chandiveli Farms Road, Chandiveli, Mumbai-400072
Ph: 0161-5300003, 5300009 E-mail : au@stepuphr.com Website : www.stepuphr.com
Bangalore | Delhi | Mumbai

Remove Watermark Now

Subject **Final Selection**
From Vivek_ITConnectUS Inc. <vivek.tiwari@itconnectus.com>
To tpo@gndec.ac.in <tpo@gndec.ac.in>
Date 2019-06-26 17:48

- Gurparteet Singh.docx (~76 KB)
- Mandeep Singh.docx (~76 KB)
- Avirit.docx (~75 KB)
- Twinkle Khanna.docx (~75 KB)

Dear Sachin,

Below is the final selection list

Mandeep Singh — 155308, 1507555 CSE
Avirit Singh — 156124 160780 IT
Twinkle Khanna — 154018, 1508335 AE
Gurparteet Singh — 155162, 1607404 ME

Attached is the LOI please get me the print out, need 2 copires

Thanks and Regards
Vivek Tiwari
Senior Manager-TAG

Email: vivek.tiwari@itconnectus.com | M: 8360597946
Website: www.itconnectus.com
Office- C-204, 2nd Floor, Phase 8-B, Mohali
About Us | Facebook | Twitter | LinkedIn

-----Original Message-----
From: tpo@gndec.ac.in <tpo@gndec.ac.in>
Sent: Tuesday, June 25, 2019 6:41 PM
To: Vivek_ITConnectUS Inc. <vivek.tiwari@itconnectus.com>
Subject: Re: Campus placement Drive (Salary Revised)
Importance: High

Dear sir,

All the apparatus require to conduct the drive is available.
The number of students registered with us for the placement drive right now are 28.

Thanks and Regards

Gagandeep Singh Sodhi,
Training & Placement Officer,
GNDEC Ludhiana,
((+91)9872219178)

On 2019-06-25 17:36, Vivek_ITConnectUS Inc. wrote:

> Dear Sachin,
>
> We will be reaching tomorrow at 10:00 AM to conduct the placement
> drive in your college.
>
> For the drives we would be requiring the internet connectivity to

pdfelement

Remove Watermark Now

Letter of Intent - Final Placement

Date: February 14, 2019

PE
1607472

Dear Atinder Jit Singh,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

Position - Executive – Client Acquisition
CTC - 2,52,600/- LPA
Location – Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

pdfelement

Yours Sincerely



Prerna Hajela
Senior Manager -Human Resources

Remove Watermark Now

Documents required for issuing the offer letter

We request you to send the below listed documents at vidhi.gupta@indiamart.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

1. PAN Card *(Please apply if you do not possess one and share acknowledgement with us)*
2. Aadhar Card *(Please apply if you do not possess one and share acknowledgement with us)*
3. Valid Driving License and 2-Wheeler RC
4. 10th Marksheet
5. 12th Marksheet
6. All semester wise marksheet for Graduation *(in case of any backlog, please share all marksheets)*
7. All semester wise marksheet for Post-Graduation
8. No Objection Certificate from College/Institute or Provisional Degree

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Should you have any queries, please feel free to contact Ms. Vidhi Gupta @ 7290045285.

I accept the terms conditions of this offer

(Candidate's Signature)

Name and Date

Remove Watermark Now

Letter of Intent - Final Placement

Date: February 14, 2019

₹ 1808 250.

Dear Prasant Singh,

We are pleased to make an offer to you with IndiaMART InterMESH Ltd. as follows:

Position - Executive – Client Acquisition
CTC - 2,52,600/- LPA
Location – Pan India

An offer letter will be issued to you post successful completion of your documentation.

In order to facilitate the above, you are required to submit the documents listed in the Annexure.

Kindly sign and return a copy of this letter as a token of your acceptance.

pdfelement

Yours Sincerely



Prerna Hajela
Senior Manager -Human Resources

Remove Watermark Now

Documents required for issuing the offer letter

We request you to send the below listed documents at vidhi.gupta@indiamart.com as they are mandatory for our records and are necessary for the completion of joining formalities so that we can issue the offer letter to you.

1. PAN Card *(Please apply if you do not possess one and share acknowledgement with us)*
2. Aadhar Card *(Please apply if you do not possess one and share acknowledgement with us)*
3. Valid Driving License and 2-Wheeler RC
4. 10th Marksheet
5. 12th Marksheet
6. All semester wise marksheet for Graduation *(in case of any backlog, please share all marksheets)*
7. All semester wise marksheet for Post-Graduation
8. No Objection Certificate from College/Institute or Provisional Degree

pdfelement

Should you have any queries, please feel free to contact Ms. Vidhi Gupta @ 7290045285.

I accept the terms conditions of this offer

(Candidate's Signature)

Name and Date

Remove Watermark Now

	BYJU'S(12/11/2018)ALL BRANCHES MBA,MCA					
Sr.No.	Name	College	Branch	e-mail id	Contact numb	Status
1	Amitoz Arora	Pbi Uni	ME	amitoz.arora.aa@gmail.com	8557082061	Selected
2	Harpreet Singh	GNDEC	PE	harpreetrandhawa999@gmail.com	8198077793	Selected
3	Kashyap Gupta	PCTE	MBA	kashyapgupta96@gmail.com	8146322321	Selected
4	Prikshit Tewari	Pbi Uni	ME	tewariprikshit97@gmail.com	8699907724	Selected
5	Prince Monga	PCTE	MBA	mongaprince13@gmail.com	9876418507	Selected
6	Rahul Khurana	PCTE	MBA	rkhurana1818@gmail.com	9815521818	Selected
7	Rajat Sehgal	GNDEC	CE	rajatsehgal97@gmail.com	7009637981	Selected
8	Sagar Pratap	SLIET	ME	sagarpartapsp@gmail.com	9457615074	Selected
9	Somani Tejsva	SLIET	GEC	tejas.somani786@gmail.com	8639960152	Selected

1. Harpreet Singh - Prod. - 154095 / 1607478
2. Rajat Sehgal - Civil - 150136 / 1507486

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BYJU'S

OFFER LETTER

Mr. Harpreet Singh ,
Friday, December 28, 2018

Date:

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavour to change the face of education.

We are pleased to offer you the position of Intern on following terms & conditions:

Offer Details:

Designation:	Intern
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location:	Ludhiana
Employment Type:	Intern Plus Placement
Stipend per Month:	25000

Reporting Details:

Date of Reporting: Monday, February 4, 2019

Reporting Location: Byju's-Think and Learn Pvt Ltd,6th floor, Tower D, IBC Knowledge Park, Bhavani Nagar, Near Dairy Circle, Bannerghatta Main Road, Bengaluru, Karnataka 560029

pdfelement

Reporting Time: 8 : 30 AM

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Please note you will move to your Role Location / Work Location post training

As per the government guidelines, tax deduction will be 10% for those who have PAN Card, otherwise, the tax deduction will be 20%. Therefore, please apply for a PAN Card, at the earliest, in case you do not have one.

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

If not accepted within 48hours, it will be construed that you are not interested in this employment and this offer will be withdrawn. After you accept this offer, your onboarding will be initiated. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

You are requested to join the services of the Company not later than Monday, February 4, 2019 , failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resources

Signature:

pdfelement

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Annexure A

All Confidential information, Coaching Materials, Developed Material and Documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

The Intern acknowledges that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Code of Conduct: Think & Learn Pvt. Ltd., endeavours to follow the best possible standards in its governance and has high levels of transparency and integrity. As an intern or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our interns relating to their dealings with you in various business transactions. We ask you to read, understand, and adhere to this practice and also ensure that others represent you do the same (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

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Business Conduct: Our basic premise in conduct of business: interns should do nothing that might discredit or embarrass the Company, its clients, or themselves as interns of the Company.

All Think & Learn Pvt. Ltd., interns are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception.

Annexure B

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All completed semester mark sheets
4. No Objection Certificate & College ID-Card
5. Resume
6. BYJU'S Offer Letter
7. Pan Card

8. Aadhaar Card(On Aadhaar, DOB should be in DD/MM/YYYY Format)
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph

Signature

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pdfelement

Remove Watermark Now

Rightresource Technologies

Rightresource Technologies India (P) Ltd.

CIN No. U7Z900PB2017PTC046185

Letter of Intent

Dear Gurparteet Singh,

Thank you for interviewing with us. We are pleased to extend you the Letter of Intent with our company **RightResource Technologies India Pvt Ltd (ITConnectUS Inc.).**

Your gross CTC will be Rs 2.40 L P/A Gross (Rupees Two Lakh and Forty Thousand Gross) as **Executive Recruiter** for **IT Staffing, and your final appointment with the company will be based on the following parameters.**

- Each Individual needs to clear an evaluation test post 4 weeks of training.
- Training period will be paid only upon clearance of evaluation Test.
- If candidate fails to clear evaluation in first go, additional 2 weeks of training will be provided followed with Evaluation Test as the final Chance.
- 100% Attendance is must during trainings.

You are required to report on July-01-2019at **6:30 PM** in our office- Plot no. C-204, Second Floor, Industrial Area, Near World Tech Tower, Sector 74, Sahibzada Ajit Singh Nagar, Punjab 140308.
Detailed appointment letter with complete cost to the company break up will be provided once you complete the 90 Days of probation period with us.
You are required to submit the following documents at the time of joining

- Two passport size photographs
- Photocopy of all Education Certificates
- Photocopy of Address Proof
- Identity Proof (PAN Card/AADHAR Card/ Passport).

Your regular Office Timing is Monday to Friday from 7:00 PM to 4:00 AM

We are very excited to have you as a part of our family and look forward to getting you the successful career ahead.

Authorized Signatory

Vivek 26/06/19

Vivek Tiwari

Senior Manager- TAG

RightResource Technologies India Pvt. Ltd (ITConnectUS Inc)

Gurparteet Singh
26/06/19

pdfelement

Office No. C-204, 2nd Floor, Industrial Area, Phase 8B, Mohali, Punjab 160055, India Contact : + 91-6283040248

Remove Watermark Now

Gmail

Kuljeet Virdi <kuljeetvirdi@gmail.com>

Employee Information Form - Just Dial Ltd

1 message

Just Dial <hrchandigarh@justdial.com>
To: KuljeetVirdi@gmail.com

Wed, Jan 30, 2019 at 6:11 PM

Dear Kuljeet Singh,

Congratulations on your selection with Just Dial!!!
Please find below the link to view and download soft copy of your offer letter.

Offer letter Link : http://accounts.justdial.com/hire_services/hire/offer?id=5c519a7ecdcd6

We Would request you to review the offer letter and send your acceptance at the earliest possible.

Once you accept the offer, please finish you pre-joining formalities immediately by clicking on the following link.

Note: Before clicking on the joining link please ensure to have the attached list of mandatory documents soft copies saved on your desktop for completing the formalities without any hassles.

Joining Formalities Link : http ://accounts.justdial.com/hire_services/hire/join?id=5c519a7ecdcd6

(If clicking the above links doesn't seem to work you can copy and paste the link into your web browser address window or manually type it there.)

We are pleased that you will shortly be working with us and it is our hope that you will have a long and fruitful career with us.

Regards
HR Team-Chandigarh

pdfelement

Candidate_Check_List.pdf
254K

Prod - 154090/1607472

Remove Watermark Now

SPECTRUM TALENT MANAGEMENT (P) LTD.

Date: 7 February'19

Mr. Atinder Jit Singh

Dhuri, Punjab

Subject: Offer Letter

Dear Atinder ,

This has reference to your Campus Selection with us for a suitable opening in our organization.

- We are pleased to offer you an appointment as **"Executive –Client Acquisition ".** Your tentative date of joining will be **4 Jun 2019** and can be changed, the information of which will be formally communicated to you.
- That your Annual Compensation will be **Rs. 2,52,600 /-** as per attached herewith as "Annexure – 1".
- During the course of your tenure of employment, you will be deputed to work with our client **"INDIAMART INTERMESH LTD"** at "PAN INDIA", and you shall follow rules, procedure, practices & decorum, regularly & punctually prescribed by the client concerned.
- Organization reserves the rights to transfer you to and / or utilize your services in any of the company's offices (Current or Future), work sites or assisted or affiliated Companies located within the country.
- Leaves & holidays will be applicable as per policies prevalent in the company.
- Performance Evaluation: The management of the Client shall have exclusive right to evaluate your performance at any time during the term of your contract employment.
- On the day of joining, you are requested to contact **Mr Nitish Nair** working with us as **Sr. Executive – Talent Acquisition** for completion of your joining formalities and induction.
- Spectrum Talent Management Pvt. Ltd. (STMPL), does not charge any amount in any manner whatsoever from any Associate/s towards facilitating the recruitment of an associate with its esteemed customers. In case any representative of STM demands any amount against helping him/her to get a job with its customer/s, you are hereby advised not to entertain any such demand. Further, you are requested to bring any such incident to the notice of STM by reporting it to Email ID.
- Kindly sign the copy of this letter as a token of acceptance of this offer. A detailed Letter of Appointment setting out terms and conditions of your appointment shall be issued to you subsequent to your completing the joining formalities.
- On the day of joining, please carry all your original documents along with you for physical verification as below with the acceptance of this offer letter.

Remove Watermark Now





Just Dial Jan 30

to me

Dear Sahil Bhatoa,

Congratulations on your selection with Just Dial!!!
Please find below the link to view and download soft copy of your offer letter.

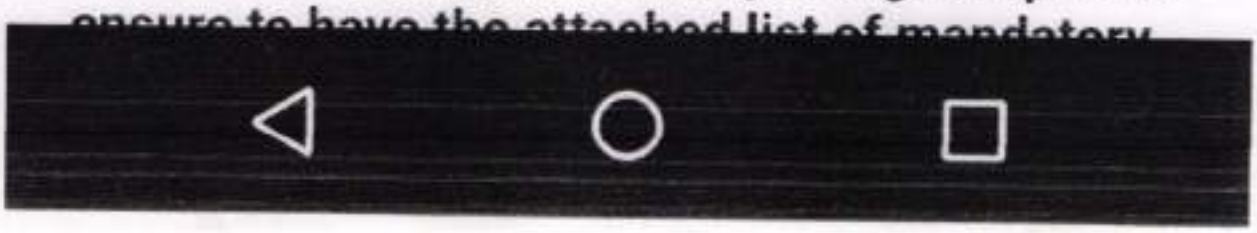
Offer letter Link : http://accounts.justdial.com/hire_services/hire/offer?id=5c519a7eb9b9f

pdfelement

We Would request you to review the offer letter and send your acceptance at the earliest possible.

Once you accept the offer, please finish you pre-joining formalities immediately by clicking on the following link.

Note: Before clicking on the joining link please ensure to have the attached list of mandatory



Remove Watermark Now

On Sat, Apr 13, 2019, 5:14 PM Diksha Garg <Hr11@omcareers.co.in> wrote:

Dear Mr. Tejinderpal,
Greetings of the day!!!
Congratulations!!! We are pleased to inform you that you have been selected for the position of **"Graduate Trainee"** with us.
Kindly find the offer & joining details below:

Designation : Graduate Trainee

CTC		
Amount(INR)		
	Monthly	Annual
Gross	18000	2,16,000
Monthly Incentives	10,000	1,20,000
Annual Bonus		2,00,000
Annual CTC		536,000

You will be eligible for

1. Monthly Incentives and Annual Bonus are variable incomes – subject to your performance on G & M ratings . (G is Goal Sheet achievement , M is Managerial Competence)
2. On Completion of 6 Months with satisfactory G&M ratings you will be confirmed.
3. You are eligible for - Two increments in 1st year – based on G and M Ratings
4. Statutory Compliances are applicable (as per govt. rules / laws)

For getting onboard with us, you need to send your offer acceptance via mail latest by 6 PM, 16th April, 2019 i.e. Tuesday.

Post offer acceptance, we look forward to your joining with us as per the details below:

Date of Joining : 03 June 2019 (Monday)

Time of reporting : 8:55 AM sharp
Location : **OM CAREERS**
2nd Floor, Above Yes Bank, Plot No B 15-91, Main G.T Road, Miller Ganj, Ludhiana, Punjab 141003

Contact Person : Ms. Aarveen@ 9041069931

Documents Required for Joining:
You are required to carry the following documents (mandatory) at the time of joining:

1. Copy of your education proofs (From Xth till highest degree)
2. Copy of appointment letter of previous employers (if applicable)
3. Copy of relieving letter of previous employers/Last employer (if applicable)
4. Latest Appraisal Letter/Revised Compensation Letter of last employer (If applicable)
5. Last 3 months salary slips (Preferred)/6 months Bank Statement
6. Copy of Aadhar Card
7. Copy of PAN Card
8. Two passport size photographs

All documents (hard copy) should be submitted in a **punched file** if not submitted at the time of offer.
You are required to confirm your joining as per the details above post the acceptance of the offer.

Please Note:-

1. This is a Private and a Confidential document. Kindly refrain from sharing the details of the said document/details.
2. The release of the final appointment letter will depend upon your successful joining & will be issued to you on your date of joining.
3. Place of posting will be Ludhiana

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Compose

Inbox 3
Starred
Snoozed
Sent
Tajinderpal

No recent chats
Start a new one

6 of 7

Re: Submission of the Documents Inbox x

Anand Kumar Das <das@kevaindia.org> Wed, Jun 5, 12:21 PM
to me, Jasmeet

Dear Tajinderpal Singh,

Greetings of theDay,

This is inform you that on the basis of your interview yesterday,
we wish to inform that you have been selected .
please submit the following documents immediately to enable us to process further.

- All academics docs since 10th onwards
- Two ID proofs (Aadhar & PAN Card)
- Previous employer docs - (offer letter , experience letter , last 6 months bank statement) if any

Passport size photograph

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CANDIDATE CHECKLIST

Justdial

Note:

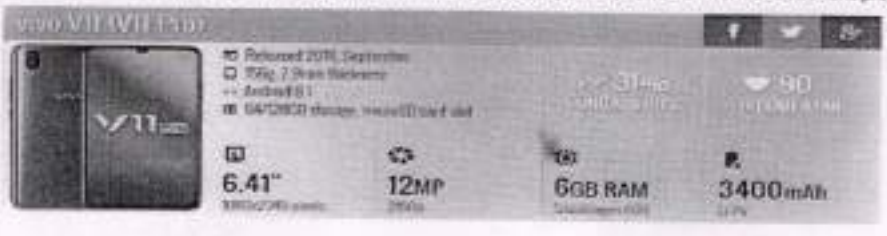
- Please bring both originals and a photocopy of each of the documents listed below.
- Originals to be shown for verification.
- Photocopies to be submitted for HR records.
- All original certificates or documents MUST be authentic & genuine.
- Submission of fake certificates / documents will result in instant dismissal.

LIST OF DOCUMENTS TO BE SUBMITTED

a. IDENTITY PROOF – Mandatory	(Bring originals and discuss with HR)
• Aadhar Card • PAN Card	
b. IDENTITY PROOF – Optional	(Bring originals and discuss with HR)
• Voter ID • Passport • Driving License	
c. EDUCATIONAL CERTIFICATES	(Bring originals and discuss with HR)
• Under Graduate • Graduate • Post Graduate • Professional Degree / Diploma	
d. ADDRESS PROOF	(Bring originals and discuss with HR)
• Current or Permanent Address Proof • Rental Agreement / Aadhar / Telephone Bill	
e. FITNESS CERTIFICATE	(for Field Staff's only)
• Medical Fitness Certificate from a Registered Medical Practitioner.	
f. PREVIOUS EXPERIENCE DOCUMENTS	
• Relieving Letter / Experience Certificate from the previous employer. • ESIC No. • UAN No. • PF No.	
g. INSTRUCTIONS	

- We are also sending a **Joining Link** to your personal mail ID which you need to click or copy paste in a new browser and Fill the details and Submit immediately. In case you find any difficulty in submitting the form online or if you may have any other query reply **back to the same mail id** from where you have received the joining link.
- **Acceptance of offer letter & submission of Online joining form is mandatory.** Failing which your joining might get delayed or cancelled.
- **Please bring 4 Passport Size photographs**
- It is mandate for experienced candidates to submit the Relieving/Experience letter from previous employer. Failure to do so Date of Joining might be postponed/cancelled.

  Gadget Model : VIVO V11 Pro Smart phone
- **This is applicable only for those employees who are joining us as Business Development /Certified Internet Consultant profile**



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Net2Source

CIN: U74140DL2008PLC180253 2008 - 2009

B-4, Ground Floor
Sector-63, Noida
UP - 201307
Tel: +91-120-4744400
Web: www.net2source.com

Date: 17th Nov 2018

Name: Harpreet Singh

Address: #305, Gulson Colony
madevi road
Malerkotla
Pin :- 148023

Congratulations!!!

This refers to your application and subsequent interview with us. We are pleased to offer you appointment in our organization as **Associate Recruiter** on the terms and conditions as mutually agreed upon during the course of discussion.

Your annual compensation as discussed and mutually agreed is INR **3,00,000 (Rupees Three Lakhs Only)** Per Annum and you will be on probation period for three months.

You will be issued the formal letter of appointment upon your joining. You are advised to join us in the month of Jan/Jul/Aug.. 2019.

We would request you to make necessary arrangements before the joining date as mentioned since this date will not be extended in any case.

In case any documents/references don't correspond to the claimed information, the offer extended would stand null & void, thus would lead to withdrawal of the offer.

Please carry the originals of all the documents listed below at the time of joining, along with one set of photo copy:

1. Copies of Certificates in support of your Qualifications
2. Copies of Certificates in support of your Training / Certification
3. 5 Passport size photographs
4. Photo ID Proof, like (PAN Card, Driving License, Voter ID, Pass Port, Credit Card with Photo)
5. Permanent and Local Address Proof
6. Pan Card Number and Copy

We welcome you to the **Net2Source** family and look forward to a mutually beneficial and long term association.

Sincerely Yours,

(Pooja Anand)

AVP - Talent Development
Human Resource Department
Net2Source Consulting Limited

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Subject **Congratulations-Offer Letter-Om Careers**
From Diksha Garg <Hr11@omcareers.co.in>
To <tjsingh2466@gmail.com>
Cc 'Sonali Bansal' <sonali.b@omcareers.co.in>, 'Aarveen' <hr15@omcareers.co.in>, <tpo@gndec.ac.in>
Date 2019-04-13 17:14
Priority Highest

Dear Mr. Tajinderpal,
Greetings of the day!!!
Congratulations!!! We are pleased to inform you that you have been selected for the position of **"Graduate Trainee"** with us.
Kindly find the offer & joining details below:

Designation : Graduate Trainee

CTC		
Amount(INR)		
	Monthly	Annual
Gross	18000	2,16,000
Monthly Incentives	10,000	1,20,000
Annual Bonus		2,00,000
Annual CTC		536,000

You will be eligible for

1. Monthly Incentives and Annual Bonus are variable incomes – subject to your performance on G & M ratings . (G is Goal Sheet achievement , M is Managerial Competence)
2. On Completion of 6 Months with satisfactory G&M ratings you will be confirmed.
3. You are eligible for - Two increments in 1st year – based on G and M Ratings
4. Statutory Compliances are applicable (as per govt. rules / laws)

For getting onboard with us, you need to send your offer acceptance via mail latest by 6 PM, 16th April, 2019 i.e. Tuesday.

Post offer acceptance, we look forward to your joining with us as per the details below:

Date of Joining : 03 June 2019 (Monday)

Time of reporting : 8:55 AM sharp
Location : **OM CAREERS**
2nd Floor, Above Yes Bank, Plot No B 15-91, Main G.T Road, Miller Ganj, Ludhiana, Punjab 141003

Contact Person : Ms. Aarveen@ 9041069931

Documents Required for Joining:
You are required to carry the following documents (mandatory) at the time of joining:

1. Copy of your education proofs (From Xth till highest degree)
2. Copy of appointment letter of previous employers (if applicable)
3. Copy of relieving letter of previous employers/Last employer (if applicable)
4. Latest Appraisal Letter/Revised Compensation Letter of last employer (If applicable)
5. Last 3 months salary slips (Preferred)/6 months Bank Statement
6. Copy of Aadhar Card

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7. Copy of PAN Card
8. Two passport size photographs

All documents (hard copy) should be submitted in a **punched file** if not submitted at the time of offer.
You are required to confirm your joining as per the details above post the acceptance of the offer.

Please Note:-

1. This is a Private and a Confidential document. Kindly refrain from sharing the details of the said document/details.
2. The release of the final appointment letter will depend upon your successful joining & will be issued to you on your date of joining.
3. Place of posting will be Ludhiana

.

Wishing you a great and a successful career ahead...
In case of any query, please contact Ms. Aarveen@ 9041069931

Wishing you a very successful day ahead,

With Best Regards,

Diksha Garg - Assistant Team leader (ATL)
OM CAREERS- on mission "Bigger Us is Better Us -2019"
2nd Floor , Above Yes Bank ,
Plot No B 15-91,Main G.T Road, Miller Ganj,
Ludhiana, Punjab 141003,
Mobile-|+919041004643|

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Subject **Congratulations-Offer Letter-Om Careers**
From Diksha Garg <Hr11@omcareers.co.in>
To <harpreetrandhawa999@gmail.com>
Cc 'Sonali Bansal' <sonali.b@omcareers.co.in>, 'Aarveen' <hr15@omcareers.co.in>, <tpo@gndec.ac.in>
Date 2019-04-13 17:15

Dear Mr. Harpreet
Greetings of the day!!!
Congratulations!!! We are pleased to inform you that you have been selected for the position of **"Graduate Trainee"** with us.
Kindly find the offer & joining details below:

Designation : Graduate Trainee

CTC		
Amount(INR)		
	Monthly	Annual
Gross	18000	2,16,000
Monthly Incentives	10,000	1,20,000
Annual Bonus		2,00,000
Annual CTC		536,000

You will be eligible for

1. Monthly Incentives and Annual Bonus are variable incomes – subject to your performance on G & M ratings . (G is Goal Sheet achievement , M is Managerial Competence)
2. On Completion of 6 Months with satisfactory G&M ratings you will be confirmed.
3. You are eligible for - Two increments in 1st year – based on G and M Ratings
4. Statutory Compliances are applicable (as per govt. rules / laws)

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Post offer acceptance, we look forward to your joining with us as per the details below:

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Time of reporting : 8:55 AM sharp
Location : **OM CAREERS**
2nd Floor, Above Yes Bank, Plot No B 15-91, Main G.T Road, Miller Ganj, Ludhiana, Punjab 141003

Contact Person : Ms. Aarveen@ 9041069931

Documents Required for Joining:
You are required to carry the following documents (mandatory) at the time of joining:

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3. Copy of relieving letter of previous employers/Last employer (if applicable)
4. Latest Appraisal Letter/Revised Compensation Letter of last employer (If applicable)
5. Last 3 months salary slips (Preferred)/6 months Bank Statement
6. Copy of Aadhar Card
7. Copy of PAN Card

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8. Two passport size photographs

All documents (hard copy) should be submitted in a **punched file** if not submitted at the time of offer.
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1. This is a Private and a Confidential document. Kindly refrain from sharing the details of the said document/details.
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3. Place of posting will be Ludhiana

Wishing you a great and a successful career ahead...
In case of any query, please contact Ms. Aarveen@ 9041069931

Wishing you a very successful day ahead,

With Best Regards,

Diksha Garg - Assistant Team leader (ATL)
OM CAREERS- on mission "Bigger Us is Better Us -2019"
2nd Floor , Above Yes Bank ,
Plot No B 15-91,Main G.T Road, Miller Ganj,
Ludhiana, Punjab 141003,
Mobile-|+919041004643|

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95010-01319
79019-98779

BUILDING LEGENDS

BUILDING LEGENDS INC

Village Jharkhar, P.O. Ghawaddi, Malerkotla Road, Ludhiana
www.buildinglegends.ca

Name : Jaspreet Singh

Father's Name : Harpal Singh

Address : House no.08 A,ST. no.-10/3, Satjot nagar,Dhandra road,Ludhiana-141001,Punjab.

Contact No.: 9878511462

D.O.B : 24-01-1997

Sub: Appointment for the Post of 3D Rendering Designer

Dear Sir,

Reference your application for employment we are prievileged to appoint you as 3D Rendering Designer in our organization consolidated salary of Rs. 10000/(ten thousand only) per month. The management reserves the right to bifurcate the salary merging of bifurcating with any other allowances which are as under.

The terms and conditions of service will be as follows:

1. In the first instance you will be on probation for a period of one year from the date of your joining where after the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or there after till confermation.

2. You will be not covered by PF,ESI as per quo-status of your employment as applicable to you.

3. You will be bound by rules and regulations enforced by the management,from time to time in relation to conduct,discipline leave,holiday or any matter relating to service conditions which will be deemed as rules ,regulations and order in the part of these terms of employment.

4. Your increments/promotion and demotions will be depend at the sole discretion of management depending upon your efficiency, intelligence, regular attendance, sense of discipline, loyalty and good behavior and also subject to the prosperity of the organization.

BUILDING LEGENDS INC LUDHIANA

Best Regards,

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95010-01319
79019-98779

BUILDING LEGENDS

BUILDING LEGENDS INC

Village Jharkhar, P.O. Ghawaddi, Malerkotla Road, Ludhiana
www.buildinglegends.ca

Name : Amanpreet Singh

Father's Name : Harvinder Singh

Address : House no.1294/2,ST. no.-1, Preet nagar,Ludhiana-141001,Punjab.

Contact No.: 9803330110

D.O.B : 11-09-1996

Sub: Appointment for the Post of 3D Rendering Designer

Dear Sir,

Reference your application for employment we are prievileged to appoint you as 3D Rendering Designer in our organization consolidated salary of Rs. 10000/(ten thousand only) per month. The management reserves the right to bifurcate the salary merging of bifurcating with any other allowances which are as under.

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Auth. S

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Ref: TCSL/CT20161904010/1157893/Delhi
Date: 25 July 2019

MR. MANDEEP SINGH SACHDEVA
House No C399 Malerkotla Road,
Randhawa Street, Khanna,
Punjab-141401.
Tel# 918284028282

Sub: Joining Letter

Dear Mr. Mandeep Singh Sachdeva,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **02nd September 2019** and your training location is **Trivandrum** . This has been provided considering your preference and business requirements.

Kindly report at the address shared below by **08:30 AM** on the date mentioned above.

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Tata Consultancy Services Ltd.
Peepul Park,Technopark Campus,
Kariyavattom P.O.,
Trivandrum, Kerala-695581.
(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez
Phone: 914716629400
Email Id: paul.f@tcs.com
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Akruti Business Port Gateway Park Road NO. 13 MIDC Andheri Mumbai 400 093 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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TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is designed to nurture professionalism and inculcate a process mindset. This program gives a thorough understanding about the vision, mission, values and processes of TCSL and builds the necessary skills required for globally competent professionals.

The duration of your TCS Xperience Program is based on business requirements.

The program will have assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

Accommodation will be arranged by TCSL at the training location of TCS Xperience Program and any expenses towards the same would be deducted from your HRA. Details of the accommodation will be sent to you in a separate mail before your program start date. Travel expenses to the location of will not be reimbursed.

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As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Damodar Padhi
Vice President & Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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

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Offer: Computer Consultancy
Ref: TCSL/CT20182364688/Delhi
Date: 08/10/2018

Mr. Ajay Kumar
House No. 1218, Baba Inder Nagar, Basant Avenue, Village Phullanwal,
Mobile Tower,
Ludhiana-141013,
Punjab.
Tel# 91-9888492798

Dear Ajay Kumar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Cyber Security Practise (CSP)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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.

TATA CONSULTANCY SERVICES
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5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹10,200/-** 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 **₹4,080/-** 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 of **₹7,570/-** 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.

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PERFORMANCE PAY

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

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

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

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

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CITY ALLOWANCE

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

OTHER BENEFITS

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

HIS offers the following benefits:

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

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

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provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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

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

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

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

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

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

Professional Memberships
You will be eligible for reimbursement of 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.

Gratuity

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

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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

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unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 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

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This

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Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

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

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving

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notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under 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.

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.

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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 equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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Postgraduate)
- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 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.

20. Initial Learning Programme (ILP)

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.

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.

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.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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23. Compliance to all clauses

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

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Ajay Kumar**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Guru Nanak Dev Engineering College, Ludhiana**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** 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	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

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Annexure 2

Regional Offices

Ahmedabad **Lead -Talent Acquisition** Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601	**Bangalore** **Lead -Talent Acquisition** Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114
Chennai **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	**Delhi** **Lead-Talent Acquisition** Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735
Hyderabad **Lead-Talent Acquisition** Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222	**Kolkata** **Lead-Talent Acquisition** TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3, Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003
Lucknow **Lead -Talent Acquisition** Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001	**Mumbai** **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
Pune **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	**Thiruvananthapuram** **Lead - Talent Acquisition** Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499

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Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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

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2. Retainer/Consultant's Obligations

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

3. Intellectual Property Rights

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

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

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

6. **Security policies and Guidelines**
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Retainer/Consultant's Rights**
The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

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

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9. Equitable Rights

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

10. General

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

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

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

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

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

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

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Subject **Information regarding finally selected ndidates from your college**
From Anand Kumar Das <das@kevaindia.org>
To <tpo@gndec.ac.in>
Cc 'Abhishek Chugh' <hr@kevaindia.org>
Date 2019-06-17 16:13

Mr.Sachin,
Officer Training and Placement Cell,
GNDEC ,LDH.

Dear Sir,

This has reference to the list provided by your teemed deptt. for placement with KEVA INDUSTRIES, we wish to inform you that
3 candidates have been selected,they are

Amit Shukla CSE- selected for the post f computer operator at Godown to look after movemen and other related subjects

Abhinandan Kumar ME, selected for the post computer operator at Godown to look after movemen and other related subjects

Tajinderpal Singh PE- Selected for the post CSE (Customer Support Executive)

Thanks & Regards
A.K Das
handline : 82641-73400
Landline : 0161-520-7000
website : www.kevaind.org
E-mail : das@kevaindia.org

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HRD/3T/19-20/13101446

Mr. Aman Kumar
Candidate ID: 13101446
h no-6
at-pakari shyam
gopalganj - 841425
Bihar
India
Ph: (91) 98036 90965

August 2, 2019

Dear Aman,

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.

pdfelement

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

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HRD/3T/19-20/13101446 August 2, 2019

Mr. Aman Kumar
Candidate ID: 13101446
h no-6
at-pakari shyam
gopalganj - 841425
Bihar
India
Ph: (91) 98036 90965

Dear Aman,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 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 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.

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 - IV.

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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.

Agreement:

Our offer to you as **Systems Engineer** 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.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

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 **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.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

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National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

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 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** 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 250**.

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.

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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 a **Systems Engineer** is conditional upon your having fully completed your graduation / post-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 a Systems Engineer, 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.

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.

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.

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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.

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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

pdfelement

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

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ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Mr. Aman Kumar**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

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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)	12,000 (Without Security)	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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ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	**Mr. Aman Kumar**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

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)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At an indicative Payout of 10%**	**At an indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

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)	12,000 (Without Security)	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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Offer: Computer Consultancy
Ref: TCSL/CT20182537288/Delhi
Date: 08/10/2018

Mr. Shivam Mishra
C/O Kamlesh Mishra, Shivam PrintersKishan Cold Storage Campus,
Mushallahpur,
Patna-800006,
Bihar.
Tel# -

Dear Shivam Mishra,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **ECM (Enterprise Content Management)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, 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 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.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Subject **Information regarding finally selected candidates**

Subject **Selected Students**
From AH ACCOUNTS <documents@ahfastener.com>
To <tpo@gndec.ac.in>
Date 2019-07-04 15:53

Sir following students were selected:
1. Ravi Kant - 1508172
2. Diljeet Singh - 1508075
3. Santosh Kumar - 1507769
4. Gaurav Sharma - 1508233
5. Dinesh Kumar - 1508231

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30-01-2019

Atinder Jit singh
Chandigarh

Subject: **LETTER OF OFFER**

Dear Atinder,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**.You will be on probation for a period of six months from your date of joining which will be on or before **03-06-2019**.

The annual compensation calculated on Cost to Company will be **INR 259000/-.**

Details of your compensation are as follows:

S.No	Term	Salary	Total
1	First Six Months	Rs.17000 /-p.m.	102000
2	Revised Salary - After Six Months*	Rs.20000 /-p.m.	120000
	Performance Cum Retention Bonus**	**Amount**	
3	End of 6 Months - One month Salary	17000	17000
4	End of 12 Months - One month Salary	20000	20000
	Total CTC per annum		**259000**

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***Revised Salary & Performance cum Retention Bonus (PCRB)** are paid subject to satisfactory performance report at the end of **6 months** and **12 months** after successful completion of probation in writing.

Your place of posting will be **Sangrur**.

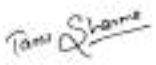
As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

You are requested to sign a copy of this letter as a token of acceptance.

We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited



Tanu Sharma

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Head - Human Resources, Chandigarh

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Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Atinder Jit singh	
Department	Sales	
Grade	G12	
Designation	Certified Internet Consultant	
Effective Date	03-06-2019	
CTC	259000/- per annum	
Pay structure	**CTC**	**Revised CTC**
Fixed Components		
Basic	5100	6000
House Rent Allowance (HRA)	3060	3600
Departmental Allowance	2125	2500
Desk Allowance	2125	2500
Personal Allowance	1883	2215
Salary (C1)	**14293**	**16815**
Statutory Components		
Employer PF Contribution	612	720
Employer ESIC Contribution	679	799
Benifits(c2)	**1291**	**1519**
Reimbursements		
Sodexo		
Conveyance Reimbursement		
Fuel Reimbursement		
Reimbursements(c3)	**0**	**0**
Statutory Bonus	**1416**	**1666**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**17000**	**20000**
Deductions		
Employee PF Contribution	612	720
Employee ESIC Contribution	251	295
Total Deductions (b)	**863**	**1015**
Net Take Home {a - b - C2}	**14846**	**17466**
Total CTC	**17000**	**20000**

*** Net Take Home** is subject to tax & other applicable deductions basis individual's salary structure.

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Yours sincerely,
For Just Dial Limited

Tanu Sharma

Head - Human Resources, Chandigarh

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Fwd: Employee Information Form - Just Dial Ltd

Spam

satyama kumar 8:04 PM

to me

---------- Forwarded message ---------
From: **Just Dial** <hrchandigarh@justdial.com>
Date: Wed, 30 Jan 2019, 18:10
Subject: Employee Information Form - Just Dial Ltd
To: <satyamapatna12@gmail.com>

Dear Satyama Kumar,

Congratulations on your selection with Just Dial!!!
Please find below the link to view and download soft copy of your offer letter.

Offer letter Link :	http://accounts.justdial.com/ hire_services/hire/offer?id=5c519a7eafdc4

We Would request you to review the offer letter and send your acceptance at the earliest possible.

Once you accept the offer, please finish you pre-joining formalities immediately by clicking on the following link.

Note: Before clicking on the joining link please ensure to have the attached list of mandatory documents soft copies saved on your desktop for completing the formalities without any hassles.

Joining Formalities Link :	http ://accounts.justdial.com/hire_ services/hire/join?id=5c519a7eafdc4

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30-01-2019

Aman Kumar bhartee
Chandigarh

Subject: **LETTER OF OFFER**

Dear Aman,

We thank you for your interest in discussing an opportunity to be part of Just Dial Ltd.

Based on the discussions with you, we are pleased to offer you to the position of **Certified Internet Consultant**.You will be on probation for a period of six months from your date of joining which will be on or before **03-06-2019**.

The annual compensation calculated on Cost to Company will be **INR 259000/-.**

Details of your compensation are as follows:

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Your place of posting will be **Ludhiana**.

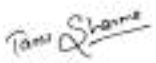
As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

In case any of the verifications turns out to be negative at any point of time, your appointment with the organization shall be terminated with immediate effect.

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We look forward to your joining the **JUST DIAL** Team and wish you a long and fulfilling career with the organization.

For Just Dial Limited



Tanu Sharma

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Head - Human Resources, Chandigarh

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Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Aman Kumar bhartee	
Department	Sales	
Grade	G12	
Designation	Certified Internet Consultant	
Effective Date	03-06-2019	
CTC	259000/- per annum	
Pay structure	**CTC**	**Revised CTC**
Fixed Components		
Basic	5100	6000
House Rent Allowance (HRA)	3060	3600
Departmental Allowance	2125	2500
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Reimbursements		
Sodexo		
Conveyance Reimbursement		
Fuel Reimbursement		
Reimbursements(c3)	**0**	**0**
Statutory Bonus	**1416**	**1666**
CTC (Total C1+C2+C3 + Statutory Bonus)(a)	**17000**	**20000**
Deductions		
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*** Net Take Home** is subject to tax & other applicable deductions basis individual's salary structure.

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Yours sincerely,
For Just Dial Limited

Tanu Sharma

Head - Human Resources, Chandigarh