

OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614135
21 May, 2024

Full Name - Gunanka N K
Phone Number - 8951128567
Email Id - gunankakumar@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Gunanka N K,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Management Trainee on following terms & conditions as per Annexure a & b

Offer Details:

- Designation: Management Trainee
- Department: Human Resource / Finance & Operation
- Sub Department: Human Resource / Finance & Operation
- Role Location / Work Location: Remote for 6 Months
- Employment Type: Final Placement 24 (Trainee Role + OJT Plus Placement)
- Total CTC per Annum: 5.5 Lacs (Fixed + Variable)
- BreakUp CTC: Fixed - 450000 INR Variable: - 100000 INR

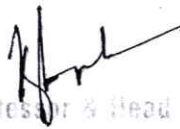
By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning Internship experience with TalentServe.


Congratulations and Welcome to the Team!



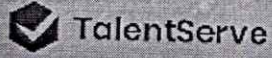
Samiksha
HRD Department
For TalentServe



Professor & Head
Dept. of Artificial Intelligence & Machine Learning
RAJARAJESHWARI COLLEGE OF ENGINEERING
Kumbalagode, Mysore Road,
Bengaluru-560074



Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



Confirmation and Acceptance

I, "-----", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - Gunanka N K

Date - 21 May, 2024

Place -

Professor & Head
Dept. of Artificial Intelligence & Machine Learning
RAJARAJESWARI COLLEGE OF ENGINEERING
Kumbalangi M. Leisure Road,
B. Jayanthi-560074

Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bengaluru-74

OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614129
21 May, 2024

Full Name - Jessica R
Phone Number - 8310731205
Email Id - jessicaravi123@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Jessica R,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Management Trainee on following terms & conditions as per Annexure a & b

Offer Details:

- Designation: Management Trainee
- Department: Sales , Marketing & Operation
- Sub Department: Sales , Marketing & Operation
- Role Location / Work Location: Remote for 6 Months
- Employment Type: Final Placement 24(Trainee Role + OJT Plus Placement)
- Total CTC per Annum 10.5 Lacs (Fixed + Variable)
- BreakUp CTC: Fixed: - 750000 INR Variable: - 300000 INR

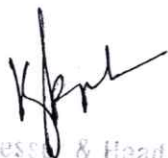
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Congratulations and Welcome to the Team!



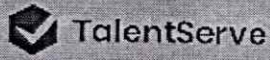
Samiksha
HRD Department
For TalentServe



Professor & Head
Dept. of AI/ML, Robotics & Machine Learning
RAJARAJESHWARI COLLEGE OF ENGINEERING
Kempegowda Mysore Road,
Bengaluru-560074



Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



Confirmation and Acceptance

I, "-----", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - Jessica R

Date - 21 May, 2024

Place -

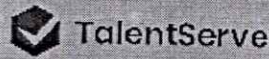
Head
Dept. of Artificial Intelligence & Machine Learning
RAJARAJESWARI COLLEGE OF ENGINEERING
Mamohalli Cross Road
Bengaluru - 74

Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Mamohalli Cross, Bengaluru-74



OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614127
21 May, 2024

Full Name - Neha B R
Phone Number - 7406311015
Email Id - neharavilatha2002@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Neha B R,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Graduate Engineer Trainee on following terms & conditions as per Annexure a & b

Offer Details:

- | | |
|----------------------------------|--|
| • Designation: | Graduate Engineer Trainee |
| • Department: | Full Stack Engineer |
| • Sub Department: | Full Stack Engineer |
| • Role Location / Work Location: | Remote for 6 Months |
| • Employment Type: | Final Placement 24(Internship + PPO) |
| • Total CTC per Annum | 6.0 Lacs (Fixed +Variable) |
| • BreakUp CTC: | Fixed: - 400000 INR Variable: - 200000 INR |

By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning Internship experience with TalentServe.

Congratulations and Welcome to the Team!

Samiksha

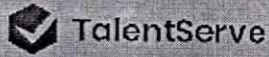
Samiksha
HRD Department
For TalentServe

[Signature]

Professor & Head
Dept. of Artificial Intelligence & Machine Learning
RAJARAJESHWARI COLLEGE OF ENGINEERING
Kumbhagodu, Mysore Road,
Bengaluru-560074

[Signature]
Principal

RAJARAJESHWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



Confirmation and Acceptance

I, "-----", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - Neha B R

Date - 21 May, 2024

Place -

Professor & Head
Dept. of Artificial Intelligence & Machine Learning
RAJARAJESWARI COLLEGE OF ENGINEERING
Kumbalagodu, Mysore Road,
Bengaluru-560074

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614112
21 May, 2024

Full Name - Niharika J K
Phone Number - 9448953914
Email Id - niharikajk2002@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Niharika J K,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Graduate Engineer Trainee on following terms & conditions as per Annexure a & b

Offer Details:

• Designation:	Graduate Engineer Trainee
• Department:	Full Stack Engineer
• Sub Department:	Full Stack Engineer
• Role Location / Work Location:	Remote for 6 Months
• Employment Type:	Final Placement 24(Internship + PPO)
• Total CTC per Annum	6.0 Lacs (Fixed +Variable)
• BreakUp CTC:	Fixed: - 400000 INR Variable: - 200000 INR


By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning internship experience with TalentServe.

Congratulations and Welcome to the Team!



Samiksha
HRD Department
For TalentServe



Professor & Head
Dept. of Artificial Intelligence & Machine Learning
RAJARAJESHWARI COLLEGE OF ENGINEERING
Kumbalanga, Mysore Road,
Bengaluru-560074



Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Confirmation and Acceptance

I, "-----", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - Niharika J K

Date - 21 May, 2024

Place -



Professor & Head
Dept. of Artificial Intelligence & Machine Learning
RAJARAJESWARI COLLEGE OF ENGINEERING
Kunihalli, Mysore Road,
Bengaluru-560074

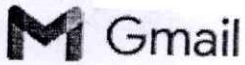


Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Kamohalli Cross, Bengaluru-74



Dr. Rajesh KS <rajeshks.hrr@gmail.com>

Fwd: ITC Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch

1 message

deepa konidala <deepa.konidala@gmail.com>
To: rajeshks.hrr@gmail.com

Thu, Jul 11, 2024 at 11:29 AM

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

From: **Mamatha Kasturi** <kasturimamatha1990@gmail.com>
Date: Tue, Jul 9, 2024, 9:53 AM
Subject: Fwd: ITC Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch
To: deepa konidala <deepa.konidala@gmail.com>

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

From: **Ranjith S** <ranjithsuresh2628@gmail.com>
Date: Tue, 31 Oct 2023, 09:52
Subject: Fwd: ITC Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch
To: Mamatha Kasturi <kasturimamatha1990@gmail.com>

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

From: **Phanindra R S** <Phanindra.RS@itcinfotech.com>
Date: Tue, 10 Oct 2023 at 2:15 PM
Subject: ITC Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch
To: ranjithsuresh2628@gmail.com <ranjithsuresh2628@gmail.com>

Campus 2024 Recruitment process



Dear Ranjith S,
TCI/2024/CAM/1503
Rajarajeshwari College Of Engineering

Greetings from ITC Infotech India Ltd!

Congratulations ! **We take pleasure in informing you that you have been selected in the campus recruitment process of ITC Infotech India Ltd.**

RJK
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Kindly consider this mail as a formal confirmation of your selection as per below details and conditions -

CTC Offered	4.25 LPA
Designation	Associate IT Consultant
Grade	IS1
Joining Location	Bangalore / Coimbatore / Pune / Kolkata / Guwahati (Allocation Basis business requirements)

- You should complete your graduation which you are now pursuing without any backlog at the time of joining.
- Secure the minimum academic percentage as prescribed in the hiring process 60% and above in the graduation.

- You shall initially undergo a mandatory training program with ITC Infotech, which helps you to transition into the various fresher roles at ITC Infotech and complete the courses offered with the minimum pass percentages indicated therein.

[Signature]
Professor & Head
Dept. of Artificial Intelligence & Machine Learning
BANGALORE SWAMI AJI COLLEGE OF ENGINEERING
Kumbalagodu, Mysore Road,
Bengaluru - 560074

- Further a detailed offer letter indicating the offer stack/terms& conditions/policies will be shared with you upon conclusion of trainings provided by ITC Infotech.
- Your selection and this letter shall be terminated immediately if the above conditions are not met and accordingly the employment offer shall stand revoked immediately without notice.

In case of any further queries do reach out to us via email with the subject line "Campus Offer Confirmation – 2024 Batch"

Please acknowledge the receipt of this mail and indicate your acceptance through the MS Form which will be shared shortly.

Warm Regards,

Phanindra R S

Campus Recruitment Team

ITC Infotech India Ltd.

Disclaimer: This communication is for the exclusive use of the intended recipient(s) and shall not attach any liability on the originator or ITC Infotech India Ltd./its Holding company/ its Subsidiaries/ its Group Companies. If you are the addressee, the contents of this e-mail are intended for your use only and it shall not be forwarded to any third party, without first obtaining written authorization from the originator or ITC Infotech India Ltd./ its Holding company/its Subsidiaries/ its Group Companies. It may contain information which is confidential and legally privileged and the same shall not be used or dealt with by any third party in any manner whatsoever without the specific consent of ITC Infotech India Ltd./ its Holding company/ its Subsidiaries/ its Group Companies. If this email is received in error, please contact the System Administrator of ITC Infotech India Ltd. at Information.Security@itcinfotech.com by quoting the name of the sender and the email address to which it has been sent and then delete it. Please note that ITC Infotech India Ltd./its Holding company/ its Subsidiaries/its Group Companies accept no responsibility for viruses, and it is your responsibility to scan or otherwise check this email and any attachments. Please be advised that email communications will not result in an agreement binding ITC Infotech India Ltd./its Holding company/ its Subsidiaries/its Group Companies. Such contracts should be executed separately and only by managers authorized in this behalf.



Professor & Head
Dept. of Artificial Intelligence & Machine Learning
RAJARAJESWARI COLLEGE OF ENGINEERING
Kumbalagodu, Mysore Road,
Bengaluru-560074



Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



Thursday, 28 December 2023

Ravikumar U
ravivirat99@gmail.com
+ 91 9481358133

Dear Ravikumar U,

We are excited to have you join the Maveric Family.

Started in 2000, Maveric Systems is a niche, domain led, BankTech specialist.

We partner with global banks to solve their business challenges through emerging technology. Our 3000+ technology specialists and proven frameworks help our customers navigate a rapidly changing environment.

We accelerate digital transformation in retail, corporate and wealth management through –

- Inherent banking domain strength
- A customer intimacy led delivery model.
- Differentiated talent with layered competency (deep domain knowledge and tech leadership)

We have specialized competencies across Data, Digital, Core Banking and Quality Engineering. Through our commitment to finding the best solutions for customers, we have been able to establish ourselves as trusted partners to many global banks who expect us to deliver their challenging digital transformations.

We welcome you to join us in our Maveric 4.0 journey, where, by 2026, we aim to be one of the top 3 BankTech specialists transforming digital ecosystems globally in the retail, corporate and wealth management space.

What is in it for you?

- Scale Driven Opportunities
- Direct Customer Facing Engagement Opportunities
- Steep Learning Curve in the Banking domain

We look forward to seeing you onboard.

You can count on us to Accelerate Your Next.

Maveric Systems Limited (Head Office & Regd. Office):

2nd Floor, 5th Block, DLF IT Park - SE2, 1/124, Nandambakkam Post, Ramapuram, Mount Poonamallee Road, Chennai - 600089.

Phone: +91 44 4244 2500 | +91 44 4012 1212 | FAX: +91 44 2225 3001. Email: info@maveric-systems.com,

Website: www.maveric-systems.com | CIN No. U74140TN2000PLC045197

[Signature]
Principal & Head
Dept. of Artificial Intelligence & Machine Learning
RAJARAJESWARI COLLEGE OF ENGINEERING
Kumbakonam, Tamil Nadu, India

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[Signature]
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Kumbakonam Cross, Bengaluru-74



Please take time to carefully understand the remaining contents of this letter relating to your employment:

Designation: Graduate Engineer - Delivery

Training & Probation Period:

You will be on training during your probation for a period of 6 months from the date of joining. The training period for 4 months and will take place at one of the three locations: Chennai/ Bangalore/ Pune. Associates must be ready / open to travel to scheduled locations during training. During the training, if you fail to meet the minimum required performance, you will be disqualified from the training. Your performance in the training during the probation period will be monitored and assessed, and necessary corrective actions will be taken from time to time. You are expected to be at your best behavior and performance always. On successful completion of the training and probation period, your services will be deemed confirmed, unless you receive prior intimation to the contrary.

Base Location:

Your base location will be Bangalore.

Reporting:

You will be reporting to Sony Susan , Executive - Competency Development at Maveric Systems on your date of Joining and in the initial period prior to being assigned to a project.

Compensation:

Your Annual Compensation would be INR 350,000.00 (Three Lakhs Fifty Thousand only) Per annum paid in arrears on the last day of each month. The Proposed Salary Structure is given in Annexure – 1. Your compensation will be revised to INR 3,90,000/- (Rupees Three Lakhs & Ninety Thousand Only) Per annum, and you will be redesignated as Software Engineer after your first performance appraisal in October - 2025, subject to a satisfactory performance.

Date of joining:

You will join Maveric Systems on Monday, 5 August 2024 at our Office. An appointment letter would be issued with the actual date of joining post completion of joining formalities. You need to carry the following documents on the first day at work.

- Photocopies of all education certificates (Mark sheets of 10th, 12th, UG, PG (if applicable), and the Degree certificates of UG and PG (if applicable)
- Photocopies of the Passport, Aadhar Card and PAN Card
- 8 passport size color photographs (on a white or grey background)
- Marriage Certificate (If applicable)

These documents are mandatory to complete the joining formalities without which your employee ID will not be generated.

Professor & Head
Department of Artificial Intelligence & Machine Learning
RAJARAJESWARI COLLEGE OF ENGINEERING
Kumbalagodu, Mysore Road,
Bengaluru-560074

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



Notice Period: Termination

Your employment with the Company can be terminated by giving Ninety days' notice in writing from either side. Maveric Systems' disengagement policy mandates you to provide notice of at least three months (even during the probation period) in case of deciding to resign from the services. However, it is the sole discretion of the company to decide on the last working day. Full attendance is mandatory during the notice period, failing which the company may extend the notice period. In the event of any discrepancy, untrue information found in your application form or resume, negative background verification report, willful neglect of your duties, breach of trust, or gross indiscipline, Maveric Systems has the discretion to terminate your services without any notice or without any payment in-lieu of notice period or any liability whatsoever.

Work Hours:

You would be expected to work regular office hours (9 AM to 5:30 PM, Monday- Friday)

Transferability:

Maveric has multi geography delivery focus. This requires you to be open to taking up project-based engagements outside your home base and be open to transfers to other Maveric operations/ client locations.

Vacation:

You are eligible for 20 days of paid leave for every calendar year (Jan to Dec), prorated based on your date of joining. Please refer to our leave policy upon joining for further details.

Non- Circumvention:

You will not approach or induce/assist any other individual to approach any client of Maveric Systems, to sell testing or any other allied services for a period of 12 months from the date of separation from services to Maveric Systems in India or any other location that was assigned as your target market. To communicate this understanding in more formal terms, please find enclosed a separate Maveric Non-Circumvention Agreement. You are required to read the contents carefully and sign a copy of the same on your date of joining.

Confidentiality:

As an employee, you will be privy to information pertaining to Maveric Systems and It's Clients business from time-to-time. You will maintain confidentiality in all such information that you gain while in employment. To communicate this understanding in more formal terms, you will be provided a separate Maveric System Non-Disclosure Agreement. You are required to read the contents carefully and Sign a Copy of the same on your date Joining.

Offer Conditions:

Maveric Systems offer of employment is strictly conditional upon receipt of:

- a) A signed copy of this letter as acceptance of the terms of employment, on or before the prescribed date.
- b) Satisfactory references

- c) Confirmation of your qualifications and achievements (without any Arrears)
- d) Confirmation of work experience / qualification in the background verification. Should the background verification check fail at any point in time (even post of joining), the offer will stand void or revoked, and the employment can be terminated.

[Handwritten Signature]
 Principal
 RAJARAJESWARI
 COLLEGE OF ENGINEERING
 3 Ambedkar Cross, Bengaluru-77

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 RAJARAJESWARI COLLEGE ACCELERATING
 NEXT
 Dept. of Artificial Intelligence & Machine Learning
 Kumbalagodu, Mysore Road,
 Bengaluru-560074



e) During the term of your employment, you shall not engage in any other work which includes contracted assignment or freelancing, consulting services or any other employment for which you receive remuneration. Violation of this clause will be considered as material breach and Maveric shall terminate you at its own discretion including but not limited to claiming of damages caused by you

You agree that your employment with Maveric will be full time employment as defined under Shops and Establishment Act 1948, Industrial disputes Act 1947 or any other regulatory conditions as applicable and as amended from time to time.

If the above offer meets your expectations, you are requested to confirm your acceptance by returning the attached acknowledgment copy duly signed on, or before **Monday, 5 August 2024**, failing which this offer will lapse.

I take this opportunity to welcome you to Maveric once again and trust you will have a rewarding experience!

Sincerely,

For Maveric Systems Limited

Krishnakumar Ramachandran
Vice President-Talent Leadership

Read & Accepted

Ravikumar U
Date:

Offer Released on Thursday, 28 December 2023

Professor in Head
Dept. of Artificial Intelligence & Machine Learning
RAJARAJESWARI COLLEGE OF ENGINEERING
Kumbalagodu, Mysore Road,
Bengaluru-560074

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ACCELERATE
NEXT

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-77

Page 4 of 8



Annexure:

- i. Breakup of annual CTC
- ii. Flexible Benefit Plan

Name: Ravikumar U

Designation: Graduate Engineer - Delivery

Annexure i: CTC Structure

FIXED COMPENSATION STRUCTURE

COMPONENTS	PER MONTH	ANNUAL
A. MONTHLY ALLOWANCES		
BASIC	11,667	1,40,000
HRA/LEASE AMOUNT	5,833	70,000
CONVEYANCE ALLOWANCE	1,600	19,200
MEDICAL ALLOWANCE	1,250	15,000
ADVANCE STATUTORY BONUS	1,400	16,800
SPECIAL ALLOWANCE	4,528	54,331
GROSS TOTAL	26,278	3,15,331
B. ANNUAL LIMITS / CONTRIBUTIONS		
ESI CONTRIBUTION	0	0
EMPLOYEE CONTRIBUTION (MEDICAL & LIFE INSURANCE)		6338
GRATUITY		6731
C.C.P.F.	1,800	21,600
TOTAL		34,669
GRAND TOTAL (C.T.C.)		3,50,000
EMPLOYER CONTRIBUTION (MEDICAL, ACCIDENT & LIFE INSURANCE)		3,665
TOTAL COST TO COMPANY (T.C.C)		3,53,665

Professor & Head
Dept. of Artificial Intelligence & Machine Learning
RAJARAJESWARI COLLEGE OF ENGINEERING
Kumbalagodu, Mysore Road,
Bengaluru
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Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Pamohalli Cross, Bengaluru-71

Page 5 of 8



Annexure ii: Compensation and Benefits

Details of the elements that are included in the CTC structure are stated below:

- **Basic Salary:** Your basic salary will be INR 11,667 per month.

- **House Rent Allowance (HRA):**

Your HRA will be INR 5,833 per month. 50% of your monthly basic salary has been allocated towards HRA.

- **Conveyance allowance:**

You will be entitled to conveyance allowance amounting to INR 19,200 p.a. However, while computing TDS on salary, this amount will not be considered for calculation of income tax. No bills are required to be submitted.

- **Medical Allowance:**

You will be entitled to medical re-imbursalment amounting to INR 15000 p.a. However, while computing TDS on salary, this amount will not be considered for calculation of income tax. No bills are required to be submitted.

- **Special allowance:**

To better suit your needs, FBP provides flexibility to you in structuring your special allowance with the objective of making it more tax-friendly by opting components that are beneficial to you. Details of FBP are enclosed in annexure iii.

Retirals:

- **Provident Fund:**


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

- **ESIC:**

In the event you are eligible, you will be covered under the Employee's State Insurance Act, where in the Company will contribute towards ESIC at the statutory rate.

Professor & Head
Dept. of Artificial Intelligence & Machine Learning
RAJARAJESWARI COLLEGE OF ENGINEERING
Kumbalagodu, Mysore Road,
Bengaluru-560074

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Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614111
21 May, 2024

Full Name - Ravi Kumar U
Phone Number - 9481358133
Email Id - ravivirat99@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Ravi Kumar U,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Graduate Engineer Trainee on following terms & conditions as per Annexure a & b

Offer Details:

- | | |
|----------------------------------|--|
| • Designation: | Graduate Engineer Trainee |
| • Department: | Full Stack Engineer |
| • Sub Department: | Full Stack Engineer |
| • Role Location / Work Location: | Remote for 6 Months |
| • Employment Type: | Final Placement 24(Internship + PPO) |
| • Total CTC per Annum | 6.0 Lacs (Fixed +Variable) |
| • BreakUp CTC: | Fixed: - 400000 INR Variable: - 200000 INR |

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We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning Internship experience with TalentServe.

Congratulations and Welcome to the Team!



Samiksha
HRD Department
For TalentServe



Professor & Head
Dept. of Artificial Intelligence & Machine Learning
RAJARAJESHWARI COLLEGE OF ENGINEERING
Kumbalagode, Mysore Road,
Bengaluru-560074



Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING

Confirmation and Acceptance

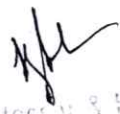
I, "-----", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.


Signature -

Full Name - Ravi Kumar U

Date - 21 May, 2024

Place -


Professor & Head
Dept. of Artificial Intelligence & Machine Learning
RAJAJESWARJI COLLEGE OF ENGINEERING
100 Feet from Mysore Road,
Bengaluru-560074


Principal
RAJAJESWARJI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



Dr. Rajesh KS <rajeshks.hrr@gmail.com>

Fwd: ITC Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch

1 message

Thu, Jul 11, 2024 at 11:30 AM

deepa konidala <deepa.konidala@gmail.com>
To: rajeshks.hrr@gmail.com

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

From: Mamatha Kasturi <kasturimamatha1990@gmail.com>
Date: Thu, Jul 11, 2024, 11:04 AM
Subject: Fwd: ITC Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch
To: deepa konidala <deepa.konidala@gmail.com>

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

From: Sahana R <sahana30gowda@gmail.com>
Date: Thu, 11 Jul 2024, 10:09
Subject: Fwd: ITC Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch
To: <Kasturimamatha1990@gmail.com>

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

From: Sahana <sahana.learn@gmail.com>
Date: Thu, 11 Jul, 2024, 10:00 am
Subject: Fwd: ITC Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch
To: Sahana R <sahana30gowda@gmail.com>

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

From: Phanindra R S <Phanindra.RS@itcinfotech.com>
Date: Tue, 10 Oct, 2023, 2:15 pm
Subject: ITC Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch
To: sahana.learn@gmail.com <sahana.learn@gmail.com>

Dear Sahana R,
ITCI/2024/CAM/1502
Rajarajeshwari College Of Engineering

Greetings from ITC Infotech India Ltd!

Congratulations ! **We take pleasure in informing you that you have been selected in the campus recruitment process of ITC Infotech India Ltd.**

Kindly consider this mail as a formal confirmation of your selection as per below details and conditions -

CTC Offered	4.25 LPA
Designation	Associate IT Consultant
Grade	IS1
Joining Location	Bangalore / Coimbatore / Pune / Kolkata / Guwahati (Allocation Basis business requirements)

- You should complete your graduation which you are now pursuing without any backlog at the time of joining.

Rajesh KS
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING

Rajesh KS

RAJARAJESWARI COLLEGE OF ENGINEERING
Kumbhalangi



- **Gratuity:**

Upon cessation of employment after completion of continuous service of 4 years 8 months with the Company, you will be entitled to Gratuity as per the provisions of the Gratuity Act 1972.

Other benefits:

You may be entitled to the following benefits that are subject to any change made by the Company from time to time:

- **Annual Leave and Public Holidays:**

You are eligible for 20 days of paid leave (prorated based on date of joining) for every Calendar year (January 1st – December 31st). In addition, you will be entitled to statutory public holidays (public holiday-list will be provided on joining).

- **Group Medical Insurance:**

As per our Company's policy, you and your immediate family, as defined in the policy, will enjoy the security of the Company's Group Medical Insurance. The default sum insured is a substantial INR 5 Lakhs (Base Policy) for your family, encompassing the Employee, Spouse, and 2 Children. What's more, the total premium for this coverage during the period from Sep 2023 to Sep 2024, and it will be covered jointly by you and Maveric, with a 70:30 split. Rest assured, any changes to these contributions will be communicated to you promptly.

Should you require additional coverage on top of this default policy, you have the flexibility to opt for top-up coverage, ranging from 1 Lakh to an extensive 15 Lakhs. However, it's important to note that top-up coverage comes into play only when the default sum insured is fully utilized. The premium cost for top-up coverage is your responsibility. You'll have the opportunity to specify your choice of insurance coverage in the "Medical Insurance Registration" application after joining the company.

Furthermore, you have the privilege to extend this security to your parents or parent-in-laws under the Group Medical Parental Insurance. The entire premium for this extended coverage will be borne by you, and you can conveniently register this additional coverage in the "Medical Insurance Registration" application post your joining. The premium for this extended coverage will be deducted in three equal instalments. Your health and well-being are of paramount importance to us, and we are here to provide you with the guidance and information you need to make informed choices about your medical coverage.

- **EDLI/ GTLI:**

You are being covered under Employee Deposit Linked Scheme and your coverage towards term insurance will be INR 7,02,000. In addition, you are eligible for a minimum coverage of 15 Lakhs under Group Term Life Insurance. However, the coverage varies based on levels. In the event of unfortunate demise of the associate, sum assured will be paid to the nominee as registered in our records. The Premium for GTLI is borne under Co- Pay model between Maveric and the associate in 70:30 Ratio, respectively. Any change in premium contributions will be communicated to you time to time.

Note: GTLI/ EDLI clause is only for all regular employees in INDIA.

- **Group Personal Accident Insurance:**

You shall be covered under the Personal Accident Insurance Policy as held by the Company. The total insurance coverage is INR 10,00,000. This includes life coverage and coverage towards temporary and permanent disablement.

Professor & Head

Dept. of Artificial Intelligence & Machine Learning
RAJARAJESWARI COLLEGE OF ENGINEERING

ACCELERATE

DATA | DIGITAL | CORE | IGE

Kumbalagodu, **NEXT** Rd,
Bengaluru-560074

Principal
RAJARAJESWARI

COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



Annexure iii: Flexible Benefit Plan

FLEXIBLE BENEFIT PLAN

Structure Your Compensation the Right Way with Maveric FBP Plan

Flexible Benefit Plan (FBP):

To better suit your needs, FBP provides flexibility to you in structuring your compensation with the objective of making it more tax-friendly by opting components that are beneficial to you. FBP is composed of the following components. You are eligible to choose components/benefits based on your choice and level /Grade.

a. **Sodexo Meal Card:**

Maveric has collaborated with Sodexo to provide Meal card for you. Sodexo has partnered with more than 4000+ vendors across India for an exhaustive acceptance of the card. This card can help you with the purchase of Food, Non-Alcoholic beverages and groceries. This card will be loaded every month along with monthly payroll and there is no requirement for bill submission. Maximum entitlement of INR 36,000 per annum is applicable under this benefit.

b. **Health and Wellness:**

This benefit enables you to claim for expenses related to Health club, Gym membership, Yoga, Zumba, Sports activity membership, and similar facilities. Purchase of equipment related to sports, gym & any other aforesaid activities will not be considered. You can claim up to a maximum amount of INR 24,000 per annum which will be reimbursed on submission of bills.

c. **Communication:**

This benefit enables your communication needs and can help you claim expenses of your Landline, Mobile and Broadband/Dongle expenses. You can claim up to a maximum amount of INR 48,000 per annum which will be reimbursed post submission of bills.

d. **Leave Travel Allowance:**

You can claim expenses incurred during your travel under the LTA entitlement. In a block of 4 years the LTA benefit can be availed 2 times. You can claim a maximum amount of up to INR 1,00,000 per annum based on your level/grade.

e. **Fuel Reimbursement:**


Everyday office commute expense can get tricky but with Maveric's fuel reimbursement plan, you can claim up to a maximum amount of INR 28,800 per annum on purchase of fuel for two/four-wheeler for office commutation.


f. **Books & Periodicals:**

If you are a bibliophile or just love reading, you can purchase books, periodicals, journals & Newspapers and can claim up to a maximum amount of INR 24,000 per annum as reimbursement.

DATA | DIGITAL | CORE | OE

ACCELERATE
NEXT


Professor & Head
Dept. of Artificial Intelligence & Technical Learning
RAJARAJESWARI COLLEGE OF ENGINEERING
Kumbalagoda, Mysore Road,
Bengaluru-560074


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Page 8 of 8

- Secure the minimum academic percentage as prescribed in the hiring process 60% and above in the graduation.
- You shall initially undergo a mandatory training program with ITC Infotech, which helps you to transition into the various fresher roles at ITC Infotech and complete the courses offered with the minimum pass percentages indicated therein.
- Further a detailed offer letter indicating the offer stack/terms& conditions/policies will be shared with you upon conclusion of trainings provided by ITC Infotech.
- Your selection and this letter shall be terminated immediately if the above conditions are not met and accordingly the employment offer shall stand revoked immediately without notice.

In case of any further queries do reach out to us via email with the subject line "Campus Offer Confirmation – 2024 Batch"

Please acknowledge the receipt of this mail and indicate your acceptance through the MS Form which will be shared shortly.

Warm Regards,

Phanindra R S

Campus Recruitment Team

ITC Infotech India Ltd.

Disclaimer: This communication is for the exclusive use of the intended recipient(s) and shall not attach any liability on the originator or ITC Infotech India Ltd./its Holding company/ its Subsidiaries/ its Group Companies. If you are the addressee, the contents of this e-mail are intended for your use only and it shall not be forwarded to any third party, without first obtaining written authorization from the originator or ITC Infotech India Ltd./ its Holding company/its Subsidiaries/ its Group Companies. It may contain information which is confidential and legally privileged and the same shall not be used or dealt with by any third party in any manner whatsoever without the specific consent of ITC Infotech India Ltd./ its Holding company/ its Subsidiaries/ its Group Companies. If this email is received in error, please contact the System Administrator of ITC Infotech India Ltd. at Information.Security@itcinfotech.com by quoting the name of the sender and the email address to which it has been sent and then delete it. Please note that ITC Infotech India Ltd./its Holding company/ its Subsidiaries/its Group Companies accept no responsibility for viruses, and it is your responsibility to scan or otherwise check this email and any attachments. Please be advised that email communications will not result in an agreement binding ITC Infotech India Ltd./its Holding company/ its Subsidiaries/its Group Companies. Such contracts should be executed separately and only by managers authorized in this behalf.

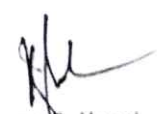

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 Professor & Head
 Dept. of Artificial Intelligence & ML
 RAJARAJESWARI COLLEGE OF ENGINEERING
 Ramohalli Cross, Bengaluru-74
 Kumbalagode, Mysore Road,
 Bengaluru-560074

 Principal
 RAJARAJESWARI
 COLLEGE OF ENGINEERING
 Ramohalli Cross, Bengaluru-74

OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614114
21 May, 2024

Full Name - Samarth N
Phone Number - 8884193992
Email Id - samarthsam7777@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Samarth N,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Graduate Engineer Trainee on following terms & conditions as per Annexure a & b

Offer Details:

- Designation: Graduate Engineer Trainee
- Department: Full Stack Engineer
- Sub Department: Full Stack Engineer
- Role Location / Work Location: Remote for 6 Months
- Employment Type: Final Placement 24(Internship + PPO)
- Total CTC per Annum: 6.0 Lacs (Fixed +Variable)
- BreakUp CTC: Fixed: - 400000 INR Variable: - 200000 INR


By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning Internship experience with TalentServe.

Congratulations and Welcome to the Team!



Samiksha
HRD Department
For TalentServe



Professor & Head
Dept. of Artificial Intelligence & Machine Learning
RAJARAJESHWARI COLLEGE OF ENGINEERING
Kumbhari Road,
Bangalore-560074



Principal
RAJARAJESHWARI COLLEGE OF ENGINEERING

Confirmation and Acceptance

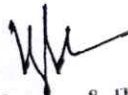
I, "-----", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - Samarth N

Date - 21 May, 2024

Place -



Professor & Head
Dept. of Artificial Intelligence & Machine Learning
RAJARAJESWARI COLLEGE OF ENGINEERING
Kumbalagodu, Mysore Road,
Bengaluru-560074



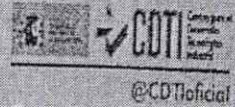
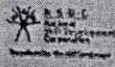
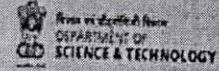
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



TECHNOLOGICS.
"Diverse Technology | Seamless Integrity"

GSTIN: 29ANCT0151Q1ZU
CIN No. U74999KA2016PTC097654

TECHNOLOGICS Technologies Global Private Limited.



@CDTOfficial

03-11-2023

Siddartha R

Rajarajeswari College of Engineering,
Karnataka.

Dear Siddartha R,

We would like to congratulate you on being selected for finishing school as a **Trainee Application Engineer** with Technologies Global Pvt. Ltd. The **Pre-Onboarding** Training will start during off time of academics schedule (Evenings/Weekends/Semester Breaks) for the period of 350 to 400 hours based on availability of candidates.

On the performance & Readiness of candidates the actual on boarding will be done to our clients after the final assessment conducted on **beginning or mid of final semester**.

This program will also be considered as **Industrial level of Internship**. For the same a Internship certificate will be issued from our R&D Department.

The whole team of Technologies Global Pvt. Ltd. is excited about your on-boarding for finishing school programme.

Domain of Technical Competency - **Full Stack JAVA Software Programming**.

Duration of the programme approximately will be **350 Hours**.

As discussed during the selection process, this is an **unpaid Finishing School Industrial level of Training & Hiring Programme** during which you will be expected to:

1. Increase the technical knowledge and real time industrial exposure.
2. Maximize employability skill.
3. To cover the gap between conventional education and Industrial application.
4. The objective of Pre-On boarding training program is to make the candidates ready to map to our clients projects requirements. So, In order to meet the desired end result - following terms & Condition to be met

Terms and conditions:

1. Trainee will maintain a regular Training schedule and attendance determined by the supervisor.

[Handwritten signature]

Dept. of Artificial Intelligence
RAJARAJESWARI COLLEGE OF ENGINEERING
Bengaluru-74

[Handwritten signature]
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

TECHNOLOGICS GLOBAL PVT LTD. 2nd, 3rd & 4th Floor, Raghavendra Complex, 417/418, 10th Main Rd, Geetha Colony, 4th Block - Jayanagar, Bengaluru - 560041

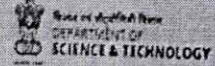
Ph: +91 8151888188. www.technologies.in, www.startautomation.in, www.venture-controls.com



TECHNOLOGICS.
"Diverse Technology | Seamless Integrity"

ESTIM. 23AAGCT0153012U
CIN No. U74999KA2016PTC097654

TECHNOLOGICS Technologies Global Private Limited.



2. Trainee will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
3. Trainee will obey the policies, rules and regulations of the company site and comply with the company's business practices and procedures.
4. Trainee will furnish his/her supervisor with all necessary information pertaining to his/her unpaid Training, including related assignments and reports.
5. Under no circumstances will Trainee leave the Training without first conferring with Trainee's supervisor.
6. Candidates to have no active back logs by end of academic year during final assessment
7. Mode of training – By considering candidates comfort and safety the entire training session has been planned to make it **"Live & Interactive with TECHNOLOGICS R&D team"** unless required to be in lab for any reason
8. In Case of requirement of hardware to be incorporated with training to make the training effective – Those simple & low cost hardware to be arranged by candidates.
9. Company may at any time terminate the Trainee on breaking the cardinal rules (like involvement of any sexual harassment or any activity which hamper the wellbeing of organisation social atmosphere) without notice or cause.
10. Your Training will include learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge.
11. Just qualifying to be part of Training program will not guarantee the employment unless the participants clear the post assessment based on industry specific requirements & following mandatory performance parameters

- a. Training attendance : 100%
- b. Assignment rating: 80%+ (A+). If not candidates need to re-attempt and submit.
- c. Soft skill attendance: 100% and Soft-skill assessment rating 80% +
- d. Candidates should be flexible with technical and other personnel of TECHNOLOGICS in guiding principles of quality improvement with proactive feedback and support.
- e. Good code of conduct.

12. Based on the post assessment result Technologies Global will either hire for Payroll requirement or for our client companies.

RJS
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

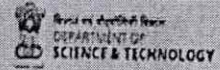
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Ph: +91 8151888188, www.technologies.in, www.startautomation.in, www.venture-controls.com



TECHNOLOGICS.
"Diverse Technology | Seamless Integrity"

GSTIN: 29AAGCT0153012U
CIN No: U74999KA2016PTC097654

TECHNOLOGICS Technologics Global Private Limited.



13. CTC: On successfully clearing interview at client location candidates would be eligible for a salary range of 4 LPA or Above.

Congratulations and we look forward you to take this opportunity as turning point of your career.

Please review, sign and mail to confirm acceptance.

Trainee

For Company

Date

Title

7/11/2023



Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Principal
RAJARAJESWARI COLLEGE OF ENGINEERING
Mysore Road,
Bengaluru-560074

TECHNOLOGICS GLOBAL PVT LTD. 2nd, 3rd & 4th Floor, Raghavendra Complex, 417/418, 10th Main Rd, Geetha Colony, 4th Block - Jayanagar, Bengaluru - 560041
Ph: +91 8151888188, www.technologics.in, www.startautomation.in, www.venture-controls.com



The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
<https://maps.app.goo.gl/9G9pNvJmeXFhXxCr5>.
Ashish@codeyoung.com

Employment Offer and Employment Agreement

10th Feb 2024,

Dear Venkatesh K,


Further to your recent interview, conditional on and subject to no adverse findings arising from an of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is 12th February 2024.


1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar/other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment. For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 3 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR15000/month (Fifteen thousand only) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of the probation period by without any extension and by meeting the expected targets and deadlines you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.


Professor & Head
Dept. of Artificial Intelligence & Machine Learning
RAJARAJESWARI COLLEGE OF ENGINEERING
Kumbalagodu, Mysore Road,


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A



JOB TITLE: Software Engineer

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

3. COMPENSATION

Your remuneration shall be as per Annexure titled "Compensation"

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.

In the event of an Income tax liability or any other tax liability or any statutory charges arising as a result of your employment with the Company, these will be borne by yourselves and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with Company.

4. SALARY REVISIONS

The Company may undertake periodic review of salaries, and will notify of any amendments, which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed your entitlement, an appropriate deduction will be made from your full and final payout. Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable. If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.

RECEIVED
TRANSPORTATION
DEPARTMENT NO. 5, 2003

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



6. HOURS OF WORK

Your usual working hours shall be 11 am to 8 pm, however in interest of business such hours may be extended. Work days are from Monday to Saturday, with Sunday being a week off. The timings and work days are subject to change based on the management's decision.

7. ADDITIONAL HOURS

Subject to your role qualifying for overtime under applicable statutory provisions, if occasions arise when you may be required to work additional hours beyond normal hours.

8. PLACE OF WORK AND MOBILITY

Your usual location of work will be **Bangalore**. However, you may be required from time to time to work at or from any office or location of the Company or within different companies affiliated to Codeyoung. A change of your place of residence may be required from time to time and you may be transferred from one city to another for business needs of the Company. In case of transfer, your transfer shall be subject to Relocation Policy.

9. RETIREMENT

Normal retirement in the company is at age 58. Your employment will terminate automatically at the end of the month in which your 58th birthday occurs, unless you are otherwise advised by individual notice. You may also be retired earlier if found to be medically unfit or suffer any other incapacity that may impact the effective performance of your services.

10. RULES AND REGULATIONS

Codeyoung is a business based on integrity and mutual trust. In order to maintain and safeguard the trust and confidence of customers and the public certain ethical principles and standards of conduct have to be maintained.

In addition to any requirement under the Code of Conduct, you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and

or
being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment.

RJA
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-78



Other specific rules and regulations will be notified by the Company from time to time. Policies, Code of Conduct, rules and regulations may be amended from time to time. You are required to keep yourself updated of such changes

11. CONFIDENTIALITY

As a condition of employment, you are required to sign and return the Non-Disclosure Agreement in Annexure that pledges confidentiality on all business matters appertaining to the Codeyoung, its subsidiaries, the company, and its customers. A breach of confidentiality is a material breach and may result in disciplinary proceedings including but not limited to injunction, termination of employment or claims of damages.

12. PROTECTION OF PERSONAL DATA

The Codeyoung adopts industry-standard software for maintenance of employee and customer data and Personal data of employees and customer data. Such data may be processed for human resources administration purposes, including payroll administration, career development, performance and health and safety administration and such business and operational needs. In order to process your personal data, the Company needs your consent. A format of such consent is enclosed with this letter. We request you to read and confirm your consent and return the Consent to us. Access to information systems and your personal data will be protected in accordance with our standard practices.

13. USE OF SOFTWARE AND SYSTEMS ACCESS

You are required to follow policies, rules and procedures laid down by the Company in this letter and those subsequently notified by the Company

14. DATA PROTECTION

Under the Company's policies, you have a responsibility to ensure that all personal data, confidential information you process or possess, is kept protected. Unauthorized disclosure of personal data of any one, yourself, your colleagues, vendors or customers is a material breach and may result in disciplinary action including but not limited to termination of employment and other actions as may be necessary under the applicable laws governing data protection. Therefore, you must ensure that you do the following in addition to all other guidance regarding data protection you may receive from the Company from time to time:

- Do not disclose personal data without authority

FBT

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Durgaluru-77



- Do not access information or systems not directly relevant to each task
- Do not treat personal data carelessly
- lock all printouts away when not in use
- Do not disclose your computer password to any unauthorized person.

Under the Company's policies, it is important that the Company's internal, restricted or highly restricted personal records are maintained as accurately as possible. Hence, you must notify the Company in writing of any change in your personal circumstances, such as your address, marital status, birth of children, attainment of professional qualifications, and so forth.

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

Post confirmation, except where your employment is terminated on the grounds of misconduct, breach of employment terms or policies, breach of laws, you are entitled to a prior notice of termination of **1 month** from the Company, or pay in lieu of notice period.

In the event of misconduct, breach of policies, Code of Conduct, involvement in any criminal activity of sexual harassment incident or similar such reasons, the notice period of one month shall not apply and services may require to be terminated at shorter notice.

Notice of Termination may be handed to you personally, by email or sent to your last recorded address. The Company reserves the right to ask that you no longer work at your office location for the duration of your notice period in case circumstances so require.

16. TERMINATION OF EMPLOYMENT BY YOU

During probation, you are required to give the company at least one calendar months' notice in writing. Post confirmation, you are required to give the company a minimum of **2 months'** notice in writing. Where notice period as per terms of employment is not served, pay in lieu of notice period would be reduced from the final settlement dues to the employee. Upon immediate termination of employment by you, you will have to compensate by paying up to an amount equal to 2 month's salary to the Company in lieu of the notice period.

17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

You shall immediately return all computers, software, access cards, work deliverables, completed or work in progress and any other Codeyoung provided property upon your end of employment. You shall not make any copies of work products or software or retain any

P.M.
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bengaluru-7A



of Codeyoung assets in your possession after your employment with Codeyoung comes to an end. You understand that a breach of this obligation entitles Codeyoung to take civil and criminal actions as applicable for recovery of its assets.

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

In consideration of your employment, you agree and hereby assign all intellectual property rights copyrights, patents, trademarks, design rights or any other proprietary right and moral rights assignable to Codeyoung in all deliverables you create in the course of your employment including but not limited to software codes, reports, algorithms, analysis etc. You shall not retain any copies of the same in your personal computer or mail systems. You understand that intellectual property is a vital asset for Codeyoung and any wrongful disclosure or handling of the same shall result in irreparable loss and injury to Codeyoung and allow Codeyoung to prosecute a legal action, claim damages or injunctions. You shall not use third party's proprietary material or their intellectual property without appropriate authorisations and licenses to produce your work deliverables for Codeyoung.

19. INDEMNIFICATIONS


You understand that breaching actions of yours such as breach of confidentiality, breach of applicable laws, breach of data protection obligations, breach of intellectual property rights may cause Codeyoung financial, reputational or goodwill loss, hence you shall at all times indemnify Codeyoung, its directors, third parties and employees from and against any claims, losses or damages arising from your breaches or unlawful activities.

20. NON -SOLICITATION

You shall not directly or indirectly induce, influence, coerce, solicit away any of Codeyoung's customers or employees. This restriction applies during your tenure with Codeyoung and for a duration of two years after termination of your engagement with Codeyoung, regardless of the reason for termination of your engagement with Codeyoung.

21. AMENDMENTS

The Company reserves the right to amend the terms and conditions related to employment, the policies, the rules and regulations applicable to employees. Such changes would be communicated through an internal communication to the employees at large. Such changes


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Ramohalli Cross, Bengaluru-70



shall be deemed to be part of your employment conditions. All enclosures herewith are deemed part of your employment agreement with the Company.

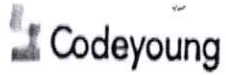
22. EXCLUSIVE JURISDICTION

Your employment and conditions of employment are exclusively governed by the laws of India and the courts of Bangalore shall have the exclusive jurisdiction on any dispute arising on matters related to your employment.

23. SEVERABILITY

If any part of this agreement is held invalid, void or unenforceable, the remainder of the terms shall continue to be fully enforceable minus the portion which is not enforceable.


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Ramohalli Cross, Bengaluru-7A



CONFIRMATION OF ACCEPTANCE


We request you to complete and return a copy of this letter as a token of written acceptance of this offer. If we do not receive a written acceptance as above from you within 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-77



HR 2.01 F5 -- Acceptance of Software and Systems usage.

To

Codeyoung

("Thecompany")

The Company forbids the use of unauthorized software on any company equipment or the use of authorized software on any personal or non-company issued equipment. The Company forbids unauthorized access, or any unauthorized attempt to access, any data maintained on any computer systems.

Unauthorized software comprises any software that is not on the Codeyoung IT list of approved software or which has not been procured via the authorized procurement channels and includes any unsolicited software, demonstration software that has not been previously checked by Codeyoung IT security or an authorized agency of Codeyoung IT security, and any software that is delivered in such a way that it may have been tampered with.

Unless the prior specific approval of senior management is obtained, the use of unauthorized software on Company equipment or other breach of the above will be viewed as gross misconduct and an extremely serious violation of the Company's regulations, which may lead to disciplinary action including but not limited to termination , or other appropriate action as necessary by the Company.

I confirm that I have read and understood the above conditions on the use of unauthorized software and systems. I also understand that the Company may from time to time notify amendments or additional conditions or Policies governing access, use and protection of data, systems and software and I agree to abide by them in full compliance thereof.

Name:

Date:

Signature:



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COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A



HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).
2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.
3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.
4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):
5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;
 - a. Codeyoung staff training video on data protection;
 - b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.


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Ramohalli Cross, Bengaluru-74



6. I also confirm that I shall read or view, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, any other rules or requirements (whether in relation to the data protection legislation referred to in paragraph 4(b) above or otherwise) advised to me by Codeyoung.

I confirm that I have read and understood the above conditions. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE
DATE


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RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A



DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

I have never been convicted of a criminal offence involving fraud or dishonesty; and

I have never been declared bankrupt.

Signed _____

Name _____

Codeyoung Dept. / Job title_

Date _____

Principal
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COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-70



INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

1. Usage of or access to the Internet, computer and software 'equipment' wherever situated in Codeyoung premises or those made available by Codeyoung, its customers or business partners is to be conducted in a business-like and professional manner. Use of Email and computer systems are provided for Codeyoung's business matters only. Any breach is subject to disciplinary procedure, up to and including revocation of access privileges and termination of employment.

Internet and Email access is not to be used for the following purposes, which are expressly forbidden: solicitation of correspondence unrelated to business activities, illegal, libellous or offensive messages, prejudice or harassment whether racial, sexual or of any other kind, action prejudicial to another's business, his reputation or his Internet access (flaming, spamming etc.), for download of pornography, games software or other salacious or frivolous material, for obtaining or purchasing executable (exe) software without specific prior approval or video, audio or music material, nor for participation in news - groups, use-groups or chat-rooms, nor for issuance of any form of formally unauthorized business advice.

2. No legal commitment by Email on behalf of any member of Codeyoung, or for the conclusion of any form of commercial contractual agreement; nor for communication of any advertising/marketing material without prior approval of an authorized person must be made.

3. The user shall respect and abide by all applicable laws, including confidentiality, copyright and data protection laws. In particular the user must not copy or transmit to third parties the works of others without their permission as this may infringe copyright.

4. Hard copies must be taken of any electronic mail messages which need to be retained for regulatory or other legal purposes, as advised by the Compliance function. Comment - Codeyoung Management to assess if they like to retain this practice.

5. The user must not import files or messages without ensuring that they have first been scanned for viruses.

6. The user will bear in mind at all times that electronic mail messages, however confidential or damaging, may have to be disclosed in court proceedings or investigations.

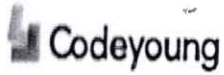
7. Codeyoung is entitled at any time to examine the computer systems and/or download details of and/or monitor any usage of any kind by the user of the Internet including, without limitation, any Email messages, whether or not created by the user, the content of any pages downloaded and any mechanisms which record the user's use of the Internet.

Principal

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COLLEGE OF ENGINEERING

Tamballi Cross, Bengaluru 77



I Venkatesh K,

The user acknowledges receipt of the above conditions (which I have read and understood). I accept and agree to comply with, all the matters referred to in them. I understand that failure to do so may result in disciplinary action against me. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE

DATE

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74





HR 2.01 F10 – Data Consent Form

Personal data - Consent

In consideration of being evaluated for employment by Codeyoung, for purposes of pre - employment, during employment and post-employment processing of my personal data

I hereby expressly agree and consent as follows:

Codeyoung or its authorized agents or service providers or third parties including platforms or aggregators may collect, process and disclose my personal information/data to verify the accuracy of the information I have provided in my application form or during my recruitment process, by conducting appropriate background checks. In this regard, Codeyoung may, amongst other, obtain a personal credit report, conduct a criminal record search, and contact the persons I have appointed as personal references during my recruitment.

I understand and agree that:

My personal information/data may be processed, analyzed and accessed by or on behalf of Codeyoung by third parties whether based in India or other locations, where there may be less stringent data protection laws than in India.

Codeyoung shall protect my Personal Data in accordance with the applicable laws by using industry-standard security and protection protocols.

At any time Codeyoung or its authorized agents or service providers may request, collect, process and disclose my personal information/data for processing my salary, health insurance, employee benefits, for employment or other intranet or internet portals or platforms and other such operations lawfully necessary.

Date:

Signature:

Name


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RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A



HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be **INR 6,00,000 per annum.**

Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee's contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

S.No	Salary	Annual	Monthly
1	Basic Salary	₹288,300	₹24,025
2	House Rent Allowance	₹115,320	₹9,610
3	LTA	₹28,830	₹2,403
4	Special Allowances	₹144,150	₹12,013
	Gross Salary	₹576,600	₹48,050
A	Employer Contribution to PF	₹23,400	₹1,950
B	CTC Total	600,000	50000
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
3	Health Insurance	₹4,800	₹400
C	Total Deductions	₹28,800	₹2,400
A - B - C	Net Salary	₹547,800	₹45,650

With regards,

Shailendra Dhakad
Director Codeyoung

Professor & Head

Dept. of Artificial Intelligence & Machine Learning
RAJAJESWARI COLLEGE OF ENGINEERING
Ramohall Cross, Mysore Road,
Bengaluru-550074

Principal

RAJAJESWARI
COLLEGE OF ENGINEERING
Ramohall Cross, Bengaluru-74

OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614115
21 May, 2024

Full Name - Yashas R
Phone Number - 9148901174
Email Id - r.yashas7140@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Yashas R,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Graduate Engineer Trainee on following terms & conditions as per Annexure a & b

Offer Details:

• Designation:	Graduate Engineer Trainee
• Department:	Full Stack Engineer
• Sub Department:	Full Stack Engineer
• Role Location / Work Location:	Remote for 6 Months
• Employment Type:	Final Placement 24(Internship + PPO)
• Total CTC per Annum	6.0 Lacs (Fixed +Variable)
• BreakUp CTC:	Fixed: - 400000 INR Variable: - 200000 INR


By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning internship experience with TalentServe.

Congratulations and Welcome to the Team!



Samiksha
HRD Department
For TalentServe



Professor & Head
Dept. of Artificial Intelligence & Machine Learning
RAJARAJESHWARI COLLEGE OF ENGINEERING
Kumbhagalli, Mysore Road,
Bengaluru-560074



Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Confirmation and Acceptance

I, "-----", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - Yashas R

Date - 21 May, 2024

Place -



Professor & Head
Dept. of Artificial Intelligence & Machine Learning
RAJARAJESWARI COLLEGE OF ENGINEERING
Kuvempu, Mysore P...
Bangalore-560074



Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bengaluru-74



LEADERS IN TECHNOLOGY TRAINING
SOFTWARE TRAINING | OUT SOURCING | SOLUTION

ISO 9001 : 2015 CERTIFIED & NASSCOM MEMBER

12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

Yashavanth L
yashvanthyuvi8055@gmail.com
others
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline. The online training will be started from the January 22nd 2024 and the Offline Training will be conducted after 8th Semester Examinations at Palle Technologies Development Center at HSR Layout Bangalore.

Online Training Schedules will be at 6 pm from Monday to Friday,
The Starting Date for online training will be January 22nd 2024

Offline training will start from June 3rd 2024

The duration of the offline Technology Training Program will be 3.5 months to 4 months, with Training and Lab Sessions conducted 4 to 5 hours per day from Monday to Saturday. Students will be evaluated on regular basis for Concepts and Coding skills and guidance will be provided on how to prepare for Interviews.

Features of Offline Technology Training

- ✓ Student can choose any one of the below given technologies
 - Java full stack
 - Python full tack
 - Automation Testing with Python or Java, based on student's choice.
- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude, web technologies, and database MySQL/sql server.
- ✓ Assignments –coding & aptitude

P.P.K.
Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

7th Bommanahalli Cross, Bengaluru-74

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road,
Bommanahalli, Bengaluru - 560 068

Ph : 080-41645630, Email : info@techpalle.com | website : www.techpalle.com

Professor & Head

Dept. of Artificial Intelligence & Machine Learning
RAJARAJESWARI COLLEGE OF ENGINEERING

7th Bommanahalli Cross, Bengaluru-74
Bengaluru-560074

- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
- ✓ Mock HR interviews
 - We will schedule interviews with our esteemed clients with a packages starting from 3 LPA to 8 LPA.
 - Course Completion Certificate will be provided after the successful completion of the Technology training
 - If student do not **maintain 80% attendance** for classroom and Lab Sessions, then he/she will be dropped from the program and will not be eligible for free training and placements.
 - If student does not attend scheduled interviews by Palle Technologies, then student will be blocked from applying for openings for one month.
 - Student must clear mock interview to apply for our client companies.
 - The Validity of the CSR Free training and free Placement Program will be for **9 Months from 1st June 2024.**

Mandatory Requirements while joining:

- ✓ Student has to bring a photocopy of his or her X, XII mark sheets
- ✓ Student has to bring a photocopy of Engineering all semester mark sheets up to 6th semester
- ✓ Student has to bring photocopy of Aadhaar card
- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.

[Handwritten Signature]
Professor & Head
Dept. of Artificial Intelligence & Machine Learning
RAJARAJESWARI COLLEGE OF ENGINEERING
Kandahalli, Mysore Road,
Bengaluru-560074
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
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15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

SI No	Company name	Gender	Name of the Student	Branch	Position	Package
1	PALLE TECHNOLOGIES	Male	Adi Reddy Y	CSE	SOFTWARE DEVELOPER	7LPA
2	TALENT SERVE	Male	Amit Kumar Yadav	CSE	GRADUATE ENGINEER TRAINEE	12LPA
3	PALLE TECHNOLOGIES	Female	Anjali	CSE	SOFTWARE DEVELOPER	7LPA
4	MU SIGMA	Female	Benitta P Biju	CSE	Trainee Decision Scientist	30LPA
5	TALENT SERVE	Female	BinduShree N	CSE	GRADUATE ENGINEER TRAINEE	12LPA
6	CODE YOUNG	Female	Binetta P Biju	CSE	International sales specialist	7.36LPA
7	TECH MAHINDRA	Female	Binetta P Biju	CSE	SOFTWARE ENGINEER TRAINEE	5.5LPA
8	UST	Female	Chitra Shree V	CSE	Associate software engineer	4.25LPA
9	TALENT SERVE	Female	Darshini H N	CSE	GRADUATE ENGINEER TRAINEE	12LPA
10	PALLE TECHNOLOGIES	Male	Deekshith G	CSE	SOFTWARE DEVELOPER	7LPA
11	Codegnan Destination	Female	Devika R Gowda	CSE	Multiple based on their branches	3LPA
12	CODE YOUNG	Female	Devika R Gowda	CSE	International sales specialist	7.36LPA
13	Codegnan Destination	Female	Dimple Priya G	CSE	Multiple based on their branches	3LPA
14	CODE YOUNG	Female	Divya J	CSE	International Sales Specialist	7.3LPA
15	MAVERIC SYSTEMS	Male	G Sasi Preetham	CSE	TEST ASSOCIATE	3.9LPAQ
16	UST	Male	GURURAJ R	CSE	Associate software engineer	4.25LPA
17	CODE YOUNG	Female	Harshitha V	CSE	International sales specialist	7.36LPA
18	TALENT SERVE	Male	Hemant Gowda A	CSE	GRADUATE ENGINEER TRAINEE	12LPA
19	Codegnan Destination	Male	Jayavanth M	CSE	Multiple based on their branches	3LPA
20	PALLE TECHNOLOGIES	Male	Jeevan A H	CSE	SOFTWARE DEVELOPER	7LPA
21	PALLE TECHNOLOGIES	Male	Jeevan Gowda N	CSE	SOFTWARE DEVELOPER	7LPA
22	PALLE TECHNOLOGIES	Male	Jeevan M	CSE	SOFTWARE DEVELOPER	7LPA
23	TALENT SERVE	Female	Karuna M	CSE	GRADUATE ENGINEER TRAINEE	12LPA
24	ITC INFOTECH	Female	Lakshmi M Gowda	CSE	Associate software engineer	4.25LPA
25	TALENT SERVE	Female	Lakshmi M Gowda	CSE	GRADUATE ENGINEER TRAINEE	12LPA
26	PALLE TECHNOLOGIES	Male	M H SATHWIK GOWDA	CSE	SOFTWARE DEVELOPER	7LPA
27	PALLE TECHNOLOGIES	Male	Madhan R	CSE	SOFTWARE DEVELOPER	7LPA
28	UST	Male	NANDAN P	CSE	Associate software engineer	4.25LPA
29	TECH MAHINDRA	Male	NANDAN P	CSE	SOFTWARE ENGINEER TRAINEE	5.5LPA
30	TECH MAHINDRA	Male	Nithin U	CSE	SOFTWARE ENGINEER TRAINEE	5.5LPA
31	PALLE TECHNOLOGIES	Male	Patra Chinmay Mochiram	CSE	SOFTWARE DEVELOPER	7LPA
32	PALLE TECHNOLOGIES	Male	pokala praveensai	CSE	SOFTWARE DEVELOPER	7LPA
33	TALENT SERVE	Female	Pooja B R	CSE	GRADUATE ENGINEER TRAINEE	12LPA
34	INTELLIPAAT	Female	Poonam Gowda CS	CSE	BUSINESS DEVELOPMENT TRAINEE	7.25LPA
35	CODE YOUNG	Female	Priyanka KA	CSE	International Sales Specialist	7.3LPA
36	TECH MAHINDRA	Female	Priyanka KA	CSE	SOFTWARE ENGINEER TRAINEE	5.5LPA
37	CODE YOUNG	Female	Qurrath	CSE	Quality Engineer	5LPA
38	CODE YOUNG	Female	Razeena	CSE	Quality Engineer	5LPA
39	INTELLIPAAT	Male	Sangamesh s karakalli	CSE	BUSINESS DEVELOPMENT TRAINEE	7.25LPA

40	ITC INFOTECH	Female	Sonal R Billava	CSE	Associate software engineer	4.25LPA
41	INTELLIPAAT	Female	Sonal R Billava	CSE	BUSINESS DEVELOPMENT TRAINEE	7.25LPA
42	PALLE TECHNOLOGIES	Female	Sonashree C	CSE	SOFTWARE DEVELOPER	7LPA
43	TALENT SERVE	Female	Tejaswini D	CSE	GRADUATE ENGINEER TRAINEE	12LPA
44	CODE YOUNG	Female	Thanu Sri B	CSE	International sales specialist	7.36LPA
45	PALLE TECHNOLOGIES	Female	Thanu Sri B	CSE	SOFTWARE DEVELOPER	7LPA
46	INTELLIPAAT	Female	Thanu Sri B	CSE	BUSINESS DEVELOPMENT TRAINEE	7.25LPA
47	PALLE TECHNOLOGIES	Female	Thrisha Patil	CSE	SOFTWARE DEVELOPER	7LPA
48	PALLE TECHNOLOGIES	Female	V R VISHRUTHI	CSE	SOFTWARE DEVELOPER	7LPA
49	PALLE TECHNOLOGIES	Female	Varsha TN	CSE	SOFTWARE DEVELOPER	7LPA
50	PALLE TECHNOLOGIES	Female	Varshini Y C	CSE	SOFTWARE DEVELOPER	7LPA
51	INTELLIPAAT	Female	Vishritha KS	CSE	BUSINESS DEVELOPMENT TRAINEE	7.25LPA
52	PALLE TECHNOLOGIES	Female	Vishritha KS	CSE	SOFTWARE DEVELOPER	7LPA
53	TECHNOLOGICS GLOBAL PVT LTD	Female	Yashaswini B L	CSE	Trainee Application Engineer	2.5-4LPA
54	TALENT SERVE	Female	Yashaswini B L	CSE	GRADUATE ENGINEER TRAINEE	12LPA
55	PALLE TECHNOLOGIES	Female	Zeba Anjum	CSE	SOFTWARE DEVELOPER	7LPA
56	ACCENTURE	Male	Prajwala Uday Nadakarni	CSE	PACKAGED APP DEVELOPMENT ASSOCIATE	4.35LPA
57	GEORGIA IT SOLUTIONS	Male	Shubam Sambyal	CSE	SOFTWARE ENGINEER	5.56LPA
58	Infosys	Female	Bhoomika H K	CSE	SOFTWARE DEVELOPER	6.4LPA
59	ACCENTURE	Female	Brinda M	CSE	BUSINESS DEVELOPMENT TRAINEE	6.4LPA
60	ACCENTURE	Female	Chethan G	CSE	SOFTWARE DEVELOPER	6.4LPA
61	Infosys	Female	Deepika	CSE	Academic Counselor	8.7LPA
62	MOBISY	Female	DhanuShree S	CSE	SOFTWARE DEVELOPER	9LPA
63	MOBISY	Female	Kavya B	CSE	SOFTWARE DEVELOPER	9LPA
64	TECHIEHINTES	Female	Kondeti Lakshmi	CSE	BUSINESS DEVELOPMENT TRAINEE	3LPA
65	TCS	Female	Lekhana N G	CSE	SOFTWARE DEVELOPER	3.3LPA
66	Infosys	Female	Pankaj Sharma	CSE	International sales specialist	8.7LPA
67	MOBISY	Female	Prajwal N B	CSE	TEST ASSOCIATE	9LPA
68	TCS	Female	Prajwala Uday Nadakarni	CSE	GRADUATE ENGINEER TRAINEE	3.3LPA
69	ACCENTURE	Female	Pravalika N	CSE	Test Engineer	6.4LPA
70	TECHIEHINTES	Female	Quarath Ulaien	CSE	Specialist Programmer	3LPA
71	Infosys	Female	Bhavya D S	CSE	Associate software engineer	8.7LPA
72	Infosys	Female	Brunda Y	CSE	Academic Counselor	8.7LPA
73	MOBISY	Female	Rifa Khanum	CSE	International sales specialist	9LPA
74	TECHIEHINTES	Female	Ruchitha S	CSE	SOFTWARE DEVELOPER	3LPA
75	TECHIEHINTES	Female	Shaurya K V	CSE	GRADUATE ENGINEER TRAINEE	3LPA
76	TCS	Female	Vidhya S A	CSE	Multiple based on their branches	3.3LPA
77	TCS	Female	Yashaswini U.B	CSE	SOFTWARE DEVELOPER	3.3LPA

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
 Ramohalli Cross, Bengaluru-74

D. Kirubha
Dr. D. KIRUBHA
 Head of the Department,
 Computer Science and Engineering,
 Rajarajeswari College of Engineering,
 Bangalore - 560 074.

12TH December 2023

**Letter of Intent for Free Training and Placement under
CSR Program for Batch 2024**

To

Adi Reddy Y
y.adireddy9110@gmail.com
computer science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline. The online training will be started from the January 22nd 2024 and the Offline Training will be conducted after 8th Semester Examinations at Palle Technologies Development Center at HSR Layout Bangalore.

Online Training Schedules will be at 6 pm from Monday to Friday,
The Starting Date for online training will be January 22nd 2024

Offline training will start from June 3rd 2024

The duration of the offline Technology Training Program will be 3.5 months to 4 months, with Training and Lab Sessions conducted 4 to 5 hours per day from Monday to Saturday.
Students will be evaluated on regular basis for Concepts and Coding skills and guidance will be provided on how to prepare for Interviews.

Features of Offline Technology Training

- ✓ Student can choose any one of the below given technologies
 - Java full stack
 - Python full tack
 - Automation Testing with Python or Java, based on student's choice.
- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude, web technologies, and database MySQL/sql server.
- ✓ Assignments –coding & aptitude

15/6, 2nd Floor, Manish Complex (Above SEI Bank), Mangammanapalya Main Road, Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com
Principal
RAJARAJESWARI COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7th



LEADERS IN TECHNOLOGY TRAINING

SOFTWARE TRAINING | OUT SOURCING | SOLUTION

ISO 9001 : 2015 CERTIFIED & NASSCOM MEMBER

- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
- ✓ Mock HR interviews
 - We will schedule interviews with our esteemed clients with a packages starting from 3 LPA to 8 LPA.
 - Course Completion Certificate will be provided after the successful completion of the Technology training
 - If student do not **maintain 80% attendance** for classroom and Lab Sessions, then he/she will be dropped from the program and will not be eligible for free training and placements.
 - If student does not attend scheduled interviews by Palle Technologies, then student will be blocked from applying for openings for one month.
 - Student must clear mock interview to apply for our client companies.
 - The Validity of the CSR Free training and free Placement Program will be for **9 Months from 1st June 2024.**

Mandatory Requirements while joining:

- ✓ Student has to bring a photocopy of his or her X, XII mark sheets
- ✓ Student has to bring a photocopy of Engineering all semester mark sheets up to 6th semester
- ✓ Student has to bring photocopy of Aadhaar card
- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.


Principal

RAJARAJESWARI

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road,
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

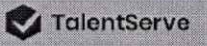


Amit Kumar Yadav.pdf

Open with

4

5



OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614137
21 May, 2024


Full Name - Amit kumar yadav
Phone Number - 7368840488
Email Id - amit.ay7368@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Amit kumar yadav,
Welcome to TalentServe !!!
Congratulations on your decision of partnering with us as we work together to transf education.
We are pleased to offer you the position of Management Trainee on following terms & con a & b

Offer Details:

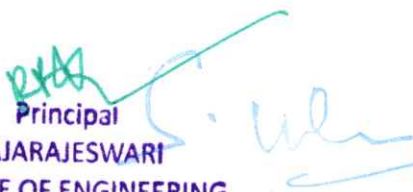
• Designation:	Management Trainee
• Department:	Sales , Marketing & Operation
• Sub Department:	Sales , Marketing & Operation
• Role Location / Work Location:	Remote for 6 Months
• Employment Type:	Final Placement 24(Trainee Role +
• Total CTC per Annum	10.5 Lacs (Fixed + Variable)
• BreakUp CTC:	Fixed: - 750000 INR Variable: - 300

By Signing this offer, you confirm that you are under no contractual or other legal obligati you from performing your duties and complete your successful training period to av the c
We are confident and expect that you would play a significant role in the overall : as c
you the most enjoyable, learned packed and truly meaning Internship experience with Taler
Congratulations and Welcome to the Team!


Samiksha
HRD Department
For TalentServe

www.talentserve.org

Couldn't preview file
There was a problem loading more pages. Retrying...


Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Confirmation and Acceptance

I, "-----", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - Hemanth Gowda A

Date - 21 May, 2024

Place -



Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bengaluru-74



12TH December 2023

**Letter of Intent for Free Training and Placement under
CSR Program for Batch 2024**

To

Anjali
anjali49310@gmail.com
computer science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline.

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 - Python full tack
 - Automation Testing with Python or Java, based on student's choice.
- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude, web technologies, and database MySQL/sql server.
- ✓ Assignments –coding & aptitude

PH
Principal

**RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-7**

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
- ✓ Mock HR interviews
 - We will schedule interviews with our esteemed clients with a packages starting from 3 LPA to 8 LPA.
 - Course Completion Certificate will be provided after the successful completion of the Technology training
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 - Student must clear mock interview to apply for our client companies.
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- ✓ Student has to bring photocopy of Aadhaar card
- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

RJA
Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-77

S. Venkatesh



Mu Sigma

Date: March 06, 2024

Binetta P Biju
Candidate ID:C2024927
RajaRajeswari Group of Institutions

Dear Binetta,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math; Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**


Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING

Amohalli Cross, Bengaluru-74

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

Your Decision Sciences Journey with us – Overview & Structure

During your course of employment, you will be learning and delivering value real-time every day.

Up to 120 Days: Induction & Training

You will undergo an immersive training in Mu Sigma's unique **Art of Problem Solving (AoPS™)** ecosystem to develop a problem-solving mindset that combines math, business, and technology with behavioral sciences & design thinking. You will be mentored to elevate your mindset, skillset, toolset, and you will be groomed by Decision Sciences practitioners who are abreast of current industry challenges and real-world problems, with access to Mu Sigma proprietary tools and central learning repository.

At the end of the program, you will be equipped with an experimentative, learning-driven and interdisciplinary approach to problem-solving and **you will be ready to be allocated in different fulfillment or enablement teams at Mu Sigma.**

Trainee Decision Scientist Journey

During your journey as a Trainee Decision Scientist, you will explore a wide range of cross-industry and cross-functional real-world problems with Fortune 500 customers across multiple industry verticals and business horizontals. You will have a 360° view to problem-solving and will experience the full life-cycle of a problem, all the way from problem-definition to solution implementation within the customer organization. You will observe first-hand, the impact of your work on the decisions of leading global organizations and innovate closely with the CXOs and senior leadership of industries.

Apprentice Leader Journey

Subject to satisfactory performance, you will be promoted to an Apprentice Leader (AL). As an AL, you will be a member of Mu Sigma's leadership community. You will be tasked with driving revenue growth, managing key accounts and customer relationships, mentoring Trainee Decision Scientists (TDS), and contributing to organizational initiatives.

Principal
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – (TPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

TERMS & CONDITIONS

Joining Date:

- We are pleased offer you the position of Trainee Decision Scientist with **Mu Sigma Business Solutions Private Limited** ('Company') Your exact Date of Joining will be communicated on a later date.

Compensation:

- Once you execute the contract of employment and come on rolls of the Company on the communicated employment start date, your Cost to Company as mentioned in the Annexure 1.

Medical Insurance:

- In addition to the above, you will also be eligible for Medical Insurance covering hospitalization expenses of up to **INR 300,000** for you and up to three of your dependents defined as per Company medical insurance scheme.
- Critical Illness benefit cover: This will be in the form of a one-time payment of sum insured as per the company policy. This payment will be made only on the first instance of critical illness in the lifetime of the employee. This is applicable only for the employee.

General:

- This letter shall be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered as a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and conditions of this Offer Letter and the right to revoke this Offer Letter without cause and without notice period of such revocation up to any time.
- You will be required to submit documents such as educational certificates, ID proof / Address proof, Aadhaar card, photographs, PAN etc. in due course and execute agreements, which include standard non-disclosure and inventions assignment agreements and appointment letter/contract of employment between you and the Company.
- You may write to us at campus_india@mu-sigma.com for any queries regarding this offer.

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA - INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309


Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bengaluru-7A



Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name

Signature

Date

RH
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7th

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309

OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614113
21 May, 2024

Full Name - Bindu Shree N
Phone Number - 7892112535
Email Id - nbindu2002@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Bindu Shree N,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Graduate Engineer Trainee on following terms & conditions as per Annexure a & b

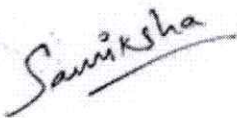
Offer Details:

• Designation:	Graduate Engineer Trainee
• Department:	Full Stack Engineer
• Sub Department:	Full Stack Engineer
• Role Location / Work Location:	Remote for 6 Months
• Employment Type:	Final Placement 24(Internship + PPO)
• Total CTC per Annum	6.0 Lacs (Fixed +Variable)
• BreakUp CTC:	Fixed: - 400000 INR Variable: - 200000 INR

By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning internship experience with TalentServe.

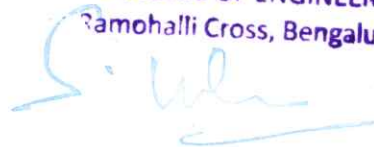
Congratulations and Welcome to the Team!



Samiksha
HRD Department
For TalentServe



Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A



Confirmation and Acceptance

I, "-----", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - Bindu Shree N

Date - 21 May, 2024

Place -


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A



10



The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
[https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5](https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5).
Ashish@codeyoung.com

Employment Offer and Employment Agreement

26th Nov 2023,

Dear Binetta P Biju,

Further to your recent interview, conditional on and subject to no adverse findings arising from an of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **5th February 2024**.

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment.

For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period by without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.

RAJ

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Amohalli Cross, Bengaluru



JOB TITLE: International Sales Specialist.

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

3. COMPENSATION

Your remuneration shall be as per Annexure titled "Compensation"

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.

In the event of an Income tax liability or any other tax liability or any statutory charges arising as a result of your employment with the Company, these will be borne by yourselves and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with Company.

4. SALARY REVISIONS

The Company may undertake periodic review of salaries, and will notify of any amendments, which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed your entitlement, an appropriate deduction will be made from your full and final payout. Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable. If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.

RAJ
Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Santhoshalli Cross, Bengaluru-74





6. HOURS OF WORK

Your usual working hours shall be 10pm to 7am, however in interest of business such hours may be extended. Work days are from Tuesday to Sunday, with Monday being a week off. The timings and work days are subject to change based on the management's decision.

7. ADDITIONAL HOURS

Subject to your role qualifying for overtime under applicable statutory provisions, if occasions arise when you may be required to work additional hours beyond normal hours.

8. PLACE OF WORK AND MOBILITY

Your usual location of work will be **Bangalore**. However, you may be required from time to time to work at or from any office or location of the Company or within different companies affiliated to Codeyoung. A change of your place of residence may be required from time to time and you may be transferred from one city to another for business needs of the Company. In case of transfer, your transfer shall be subject to Relocation Policy.

9. RETIREMENT

Normal retirement in the company is at age 58. Your employment will terminate automatically at the end of the month in which your 58th birthday occurs, unless you are otherwise advised by individual notice. You may also be retired earlier if found to be medically unfit or suffer any other incapacity that may impact the effective performance of your services.

10. RULES AND REGULATIONS

Codeyoung is a business based on integrity and mutual trust. In order to maintain and safeguard the trust and confidence of customers and the public certain ethical principles and standards of conduct have to be maintained.

In addition to any requirement under the Code of Conduct, you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and or being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment.

RTM
Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and **INR 3,00,000** is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee's contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹200,000	₹16,667
2	House Rent Allowance	₹80,000	₹6,667
3	LTA	₹20,000	₹1,667
4	Special Allowances	₹76,600	₹6,383
5	Night Allowance	₹36,000	₹3,000
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436,000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
3	Health Insurance	₹4,800	₹400
B	Total Deductions	₹28,800	₹2,400
A - B	Net Salary	₹383,800	₹31,983

With regards,
Shailendra Dhakad
Director Codeyoung


 RAJARAJESWARI
 COLLEGE OF ENGINEERING
 Ramohalli Cross, Bengaluru-74



2308190/ ELTP-CAMPUS / 2024

21-May-2024

Subject: Letter of Intent

Dear Ms.Binetta P Biju,

This refers to the campus interview that you had attended.

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

- ø You are being medically fit.
- ø You have completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course.

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

- ø You will be under **probation for a period of 6 (Six) months** from the date of joining.
- ø You will be eligible for an Annual Salary package of **INR 325000 (Indian Rupees Three Lakh Twenty-Five Thousand)**. Please refer to **Annexure - A** for breakup of your intended Annual Salary package.
- ø In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- ø At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- ø You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Page | 1

Rise for a more equal world

Signature
Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

**TECH
mahindra**

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

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

This Letter of Intent shall cease to be valid on **31-Oct-24** or issue of Offer of Appointment, whichever is earlier.

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

Yours sincerely,
For Tech Mahindra Limited,

R. Krishna
Krishna Ramaswamy

Head - Resource Management Group

S. W.

Page | 2

Rise for a more equal world *RTA*
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Annexure - A

Total Cost to Company (TCC) (Per Annum)		325000
Components of Total Cost to Company		INR. (Per Annum)
Basic (@40% of Total Fixed Pay)		111397
HRA (@70% of Basic Pay)		77978
Bonus/Statutory Bonus		48000
Employer's contribution to Provident Fund (@12% of Basic Pay)		13368
Flexible Components of TFP ^		27750
Total Fixed Pay (Per Annum)		278493
Total Variable Pay (TVP) (Per Annum) (*)		30944
Total (A)		309437
Additional Benefits (B)		15563
Gratuity		5359
Insurance Premiums (towards GTLI, GMIP and GPAL)		10204
Total Cost to Company (Per Annum) -----(A) + (B)		325000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.		
LTA		12000
Meal Card (Max INR. 2200 per month)		26400
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.		
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year		
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -		
i) Gratuity : As per Payment of Gratuity Act		
ii) Insurance		
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs to the beneficiary on the unfortunate death of the associate		
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs .		
c) Group Personal Accident Insurance (GPAL) coverage: You would be enrolled under the Company's GPAL scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.		

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25-10-2023

UST-LOI-0661

Chitra Shree V

Rajarajeswari college of Engineering

Sub: Letter of Intent

Dear Chitra Shree V,

With reference to the interview and the subsequent discussions we had with you, we are happy to inform you that you have successfully completed our selection process and we are pleased to offer a Letter of Intent for a career with (UST).

This offer is subject to the following and any other conditions:

1. You should complete the course which you are now pursuing, without any backlog at the time of joining.
2. Shall secure 60% aggregate in your current degree course from the first to last semester.
3. Shall provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters prior to the date of joining.

If you accept this offer and join our services, you will be designated as **Developer I - Software Engineering**.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by the Employment Agreement, Employee Non-disclosure, Non-solicitation and Non-Competition Agreement and other agreements when you join the employment of the Company.

The Overall compensation offered to you is Rs 4,25,000/- (Rupees Four Lakh Twenty-Five Thousand) per annum, which will include an Annual Variable Pay of up to a maximum of Rs 21250/- (Rupees Twenty-One Thousand Two Hundred and Fifty) per annum subject to the policy of US technology in this regard.

This offer with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology.

This Offer is subject to successful completion of any Pre-Onboarding training requirement assigned to you.

On successful completion of all the above and any other conditions, you will be issued with a detailed offer letter containing the terms and conditions of employment and your joining date, based on the positions open at that time, which will be binding on you.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A

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If this offer is acceptable to you, please intimate your acceptance of the same by signing a scanned copy of this letter and returning it to us on or before 30-10-2023. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,

for US Technology



Vinesh George
Director I – Human Resources

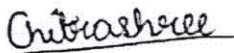
Accepted



Chitra Shree V

Execution by the candidate:

I, Chitra Shree V, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this Agreement.



Signed by Candidate

Date 26/10/23



Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A



OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614117
21 May, 2024

Full Name - Darshini HN
Phone Number - 8904739181
Email Id - hndarshini25@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Darshini HN,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Management Trainee on following terms & conditions as per Annexure a & b

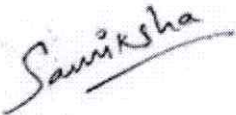
Offer Details:

- | | |
|----------------------------------|---|
| • Designation: | Management Trainee |
| • Department: | Human Resource / Finance & Operation |
| • Sub Department: | Human Resource / Finance & Operation |
| • Role Location / Work Location: | Remote for 6 Months |
| • Employment Type: | Final Placement 24(Trainee Role + OJT Plus Placement) |
| • Total CTC per Annum | 5.5 Lacs (Fixed + Variable) |
| • BreakUp CTC: | Fixed: - 450000 INR Variable: - 100000 INR |


By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning internship experience with TalentServe.


Congratulations and Welcome to the Team!



Samiksha
HRD Department
For TalentServe



Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A



Confirmation and Acceptance

I, "-----", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - Darshini HN

Date - 21 May, 2024

Place -



Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bengaluru-7A



12TH December 2023

**Letter of Intent for Free Training and Placement under
CSR Program for Batch 2024**

To

Deekshith G
deekshithdeekshii2314@gmail.com
computer science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline.

The online training will be started from the January 22nd 2024 and the Offline Training will be conducted after 8th Semester Examinations at Palle Technologies Development Center at HSR Layout Bangalore.

Online Training Schedules will be at 6 pm from Monday to Friday,
The Starting Date for online training will be January 22nd 2024

Offline training will start from June 3rd 2024

The duration of the offline Technology Training Program will be 3.5 months to 4 months, with Training and Lab Sessions conducted 4 to 5 hours per day from Monday to Saturday.
Students will be evaluated on regular basis for Concepts and Coding skills and guidance will be provided on how to prepare for Interviews.

Features of Offline Technology Training

- ✓ Student can choose any one of the below given technologies
 - Java full stack
 - Python full tack
 - Automation Testing with Python or Java, based on student's choice.
- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude, web technologies, and database MySQL/sql server.
- ✓ Assignments –coding & aptitude

Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road,
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
- ✓ Mock HR interviews
 - We will schedule interviews with our esteemed clients with a packages starting from 3 LPA to 8 LPA.
 - Course Completion Certificate will be provided after the successful completion of the Technology training
 - If student do not **maintain 80% attendance** for classroom and Lab Sessions, then he/she will be dropped from the program and will not be eligible for free training and placements.
 - If student does not attend scheduled interviews by Palle Technologies, then student will be blocked from applying for openings for one month.
 - Student must clear mock interview to apply for our client companies.
 - The Validity of the CSR Free training and free Placement Program will be for **9 Months from 1st June 2024.**

Mandatory Requirements while joining:

- ✓ Student has to bring a photocopy of his or her X, XII mark sheets
- ✓ Student has to bring a photocopy of Engineering all semester mark sheets up to 6th semester
- ✓ Student has to bring photocopy of Aadhaarcad
- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore


NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.


Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com
Bommanahalli Cross, Bengaluru-7



Date:- 19/02/2024
Place:- Bangalore.

CODEGNAN DESTINATION CSR DRIVE – 2024

Dear Devika.R

Greetings from **CODEGNAN DESTINATION**, Bengaluru.

Congratulations on getting selected for Codegnan Destination **CSR Drive 2024** Batch.

We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program, you are now eligible to get trained on **INTEGRATED JAVA FULLSTACK COURSE** for **FREE OF COST**.

The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry Standard Course curriculum offered for free.
2. Numerous Placement Opportunities

Name: Devika.R
College: Rajarajeshwari college of Engineering
Branch: Computer Science

With Best Wishes

For Codegnan Destination

Allowance
[Signature]
Authorized Signatory.

Devika.R
27/2/24

[Signature]
29/2/2024

Address: 951, 16th Main Rd. BTM 2nd Stage, Mahadeshwara Nagar, Bengaluru, 560076
Email: info@destinationtechs.com Website: www.destinationtechs.com
BANGALORE 9888738888 HYDERABAD 9888748888 VIJAYWADA 9888758888

[Signature]
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
[https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5](https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5).
Ashish@codeyoung.com

Employment Offer and Employment Agreement

26th Nov 2023,

Dear Devika R Gowda,

Further to your recent interview, conditional on and subject to no adverse findings arising from an of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **5th February 2024**.


1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment.

For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period by without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Amohalli Cross, Bengaluru-7e



JOB TITLE: International Sales Specialist.

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

3. COMPENSATION

Your remuneration shall be as per Annexure titled "Compensation"

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.

In the event of an Income tax liability or any other tax liability or any statutory charges arising as a result of your employment with the Company, these will be borne by yourselves and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with Company.

4. SALARY REVISIONS

The Company may undertake periodic review of salaries, and will notify of any amendments, which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed your entitlement, an appropriate deduction will be made from your full and final payout. Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable. If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.


Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and **INR 3,00,000** is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee’s contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹200,000	₹16,667
2	House Rent Allowance	₹80,000	₹6,667
3	LTA	₹20,000	₹1,667
4	Special Allowances	₹76,600	₹6,383
5	Night Allowance	₹36,000	₹3,000
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436,000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
3	Health Insurance	₹4,800	₹400
B	Total Deductions	₹28,800	₹2,400
A - B	Net Salary	₹383,800	₹31,983

With regards,
Shailendra Dhakad
Director Codeyoung


 Principal
RAJARAJESWARI

COLLEGE OF ENGINEERING

Samahalli Cross, Bengaluru-74

Date:- 12/02/2024

Place:- BTM Layout, Jaynagar

CODEGNAN DESTINATION CSR DRIVE - 2024

Dear Dimple Priya. G

Greetings from **CODEGNAN DESTINATION**, Bengaluru.

Congratulations on getting selected for Codegnan Destination **CSR** Drive 2024 Batch.

We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program, you are now eligible to get trained on **INTEGRATED JAVA FULLSTACK COURSE** for **FREE OF COST**.

The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry Standard Course curriculum offered for free.
2. Numerous Placement Opportunities

Name: Dimple Priya. G


College: Rajarajeswari College of Engineering

Branch: Computer Science.

With Best Wishes

For Codegnan Destination

Abhinav Kumar



Authorized Signatory.

Address: 951, 16th Main Rd, BTM 2nd Stage, Mahadeshwara Nagar, Bengaluru, 560076
Email: support@codegnanintech.com
BANGALORE 9888738888

HYDERABAD
9888748888

Website: www.destinationtechs.com

VIJAYWADA
9888758888

G. Venkatesh
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
[https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5](https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5).
Ashish@codeyoung.com

Employment Offer and Employment Agreement

22nd Feb 2024,

Dear Divya J,

Further to your recent interview, conditional on and subject to no adverse findings arising from any of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **26th February 2024**.

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment. For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7



JOB TITLE: International Sales Specialist

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

3. COMPENSATION

Your remuneration shall be as per Annexure titled "Compensation"

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.


In the event of an Income tax liability or any other tax liability or any statutory charges arising as a result of your employment with the Company, these will be borne by yourselves and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with Company.

4. SALARY REVISIONS

The Company may undertake periodic review of salaries, and will notify of any amendments, which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed your entitlement, an appropriate deduction will be made from your full and final payout. Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable. If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

HR 2.01 F10 – Data Consent Form


The CTC provided by the company will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and **INR 3,00,000** is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee’s contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹200,000	₹16,667
2	House Rent Allowance	₹80,000	₹6,667
3	LTA	₹20,000	₹1,667
4	Special Allowances	₹76,600	₹6,383
5	Night Allowance	₹36,000	₹3,000
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436,000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
3	Health Insurance	₹4,800	₹400
B	Total Deductions	₹28,800	₹2,400
A - B	Net Salary	₹383,800	₹31,983

With regards,
Shailendra Dhakad
Director Codeyoung


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
 Ramohalli Cross, Bengaluru-7th

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Friday, 29 December 2023

G Sasi Preetham
preethamsasi1432@gmail.com
+ 91 6302465561

Dear G Sasi Preetham,

We are excited to have you join the Maveric Family.

Started in 2000, Maveric Systems is a niche, domain led, BankTech specialist.

We partner with global banks to solve their business challenges through emerging technology. Our 3000+ technology specialists and proven frameworks help our customers navigate a rapidly changing environment.

We accelerate digital transformation in retail, corporate and wealth management through –

- Inherent banking domain strength
- A customer intimacy led delivery model.
- Differentiated talent with layered competency (deep domain knowledge and tech leadership)

We have specialized competencies across Data, Digital, Core Banking and Quality Engineering. Through our commitment to finding the best solutions for customers, we have been able to establish ourselves as trusted partners to many global banks who expect us to deliver their challenging digital transformations.

We welcome you to join us in our Maveric 4.0 journey, where, by 2026, we aim to be one of the top 3 BankTech specialists transforming digital ecosystems globally in the retail, corporate and wealth management space.

What is in it for you?

- Scale Driven Opportunities
- Direct Customer Facing Engagement Opportunities
- Steep Learning Curve in the Banking domain

We look forward to seeing you onboard.

You can count on us to **Accelerate Your Next.**

Maveric Systems Limited (Head Office & Regd. Office) :

2nd Floor, 5th Block, DLF IT Park - SEZ, 1/124, Nandambakkam Post, Ramapuram, Mount Poonamallee Road, Chennai - 600089.

Phone: +91 44 4344 2500 | +91 44 4012 1212 | FAX: +91 44 2225 3001. Email: info@maveric-systems.com,

Website: www.maveric-systems.com | CIN No. U74140TN2000PLC045197

R.H.H.
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7#
ACCELERATE
NEXT

DATA | DIGITAL | CORE | QE

S. Ven

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25-10-2023

UST-LOI-0660

Gururaj R

Rajarajeswari college of Engineering

Sub: Letter of Intent

Dear Gururaj R,

With reference to the interview and the subsequent discussions we had with you, we are happy to inform you that you have successfully completed our selection process and we are pleased to offer a Letter of Intent for a career with ('UST').

This offer is subject to the following and any other conditions:

1. You should complete the course which you are now pursuing, without any backlog at the time of joining.
2. Shall secure 60% aggregate in your current degree course from the first to last semester.
3. Shall provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters prior to the date of joining.

If you accept this offer and join our services, you will be designated as **Developer I - Software Engineering**.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by the Employment Agreement, Employee Non-disclosure, Non-solicitation and Non-Competition Agreement and other agreements when you join the employment of the Company.

The Overall compensation offered to you is Rs 4,25,000/- (Rupees Four Lakh Twenty-Five Thousand) per annum, which will include an Annual Variable Pay of up to a maximum of Rs 21250/- (Rupees Twenty-One Thousand Two Hundred and Fifty) per annum subject to the policy of US technology in this regard.

This offer with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology.

This Offer is subject to successful completion of any Pre-Onboarding training requirement assigned to you.

On successful completion of all the above and any other conditions, you will be issued with a detailed offer letter containing the terms and conditions of employment and your joining date, based on the positions open at that time, which will be binding on you.

Principal
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

**U .
S T**

If this offer is acceptable to you, please intimate your acceptance of the same by signing a scanned copy of this letter and returning it to us on or before 30-10-2023. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,

for **US Technology**



Vinesh George
Director I – Human Resources

Accepted

Gururaj R

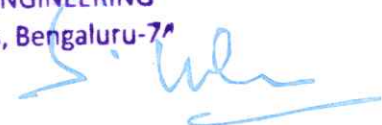
Execution by the candidate:

I, Gururaj R, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this Agreement.

Signed by Candidate

Date


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7th





The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
[https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5](https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5).
Ashish@codeyoung.com

Employment Offer and Employment Agreement

26th Nov 2023,

Dear Harshitha V,


Further to your recent interview, conditional on and subject to no adverse findings arising from an of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **5th February 2024**.

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment. For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period by without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bhelli Cross, Bengaluru-7.



JOB TITLE: International Sales Specialist.

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

3. COMPENSATION

Your remuneration shall be as per Annexure titled "Compensation"

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.

In the event of an Income tax liability or any other tax liability or any statutory charges arising as a result of your employment with the Company, these will be borne by yourselves and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with Company.

4. SALARY REVISIONS

The Company may undertake periodic review of salaries, and will notify of any amendments, which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed your entitlement, an appropriate deduction will be made from your full and final payout. Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable. If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.

S. W. Rajarajeswari
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Rameshalli Cross, Bengaluru-7

HR 2.01 F10 – Data Consent Form


The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and **INR 3,00,000** is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee's contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹200,000	₹16,667
2	House Rent Allowance	₹80,000	₹6,667
3	LTA	₹20,000	₹1,667
4	Special Allowances	₹76,600	₹6,383
5	Night Allowance	₹36,000	₹3,000
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436,000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
3	Health Insurance	₹4,800	₹400
B	Total Deductions	₹28,800	₹2,400
A - B	Net Salary	₹383,800	₹31,983

With regards,
Shailendra Dhakad
Director Codeyoung


 Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
 Ramohalli Cross, Bengaluru-7

OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614134
21 May, 2024

Full Name - Hemanth Gowda A
Phone Number - 8710064851
Email Id - hemanthgowdaa23@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Hemanth Gowda A,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Management Trainee on following terms & conditions as per Annexure a & b

Offer Details:

- | | |
|----------------------------------|---|
| • Designation: | Management Trainee |
| • Department: | Human Resource / Finance & Operation |
| • Sub Department: | Human Resource / Finance & Operation |
| • Role Location / Work Location: | Remote for 6 Months |
| • Employment Type: | Final Placement 24(Trainee Role + OJT Plus Placement) |
| • Total CTC per Annum | 5.5 Lacs (Fixed + Variable) |
| • BreakUp CTC: | Fixed: - 450000 INR Variable: - 100000 INR |

By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning internship experience with TalentServe.

Congratulations and Welcome to the Team!


Samiksha
HRD Department
For TalentServe


Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A

Confirmation and Acceptance


I, "-----", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - Hemanth Gowda A

Date - 21 May, 2024

Place -


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7#



Date: 12/02/2024

Place: BTM layout, Jaynagar

CODEGNAN DESTINATION CSR DRIVE - 2024

Dear Jayavanth M

Greetings from **CODEGNAN DESTINATION**, Bengaluru.

Congratulations on getting selected for Codegnan Destination **CSR Drive 2024** Batch.

We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program, you are now eligible to get trained on **INTEGRATED JAVA FULLSTACK COURSE** for **FREE OF COST**.

The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry Standard Course curriculum offered for free.
2. Numerous Placement Opportunities

Name: Jayavanth. M
College: Rajarajeswari College of Engineering
Branch: Computer Science.

With Best Wishes

For Codegnan Destination

Allorence Little



Authorized Signatory

Address: 951, 16th Main Rd, BTM 2nd Stage, Mahadeshwara Nagar, Bengaluru, 560076

Email: admissions@destinationtechs.com

BANGALORE
9888738888

HYDERABAD
9888748888

Website: www.destinationtechs.com

VIJAYWADA
9888758888


Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

30

8

12TH December 2023

**Letter of Intent for Free Training and Placement under
CSR Program for Batch 2024**

To

Jeevan A H
jeevan64646@gmail.com
computer science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline. The online training will be started from the January 22nd 2024 and the Offline Training will be conducted after 8th Semester Examinations at Palle Technologies Development Center at HSR Layout Bangalore.

Online Training Schedules will be at 6 pm from Monday to Friday,
The Starting Date for online training will be January 22nd 2024

Offline training will start from June 3rd 2024
The duration of the offline Technology Training Program will be 3.5 months to 4 months, with Training and Lab Sessions conducted 4 to 5 hours per day from Monday to Saturday. Students will be evaluated on regular basis for Concepts and Coding skills and guidance will be provided on how to prepare for Interviews.

Features of Offline Technology Training

- ✓ Student can choose any one of the below given technologies
 - Java full stack
 - Python full tack
 - Automation Testing with Python or Java, based on student's choice.
- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude, web technologies, and database MySQL/sql server.
- ✓ Assignments –coding & aptitude

RJA
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road,
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

S. Ven

- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
- ✓ Mock HR interviews
 - We will schedule interviews with our esteemed clients with a packages starting from 3 LPA to 8 LPA.
 - Course Completion Certificate will be provided after the successful completion of the Technology training
 - If student do not **maintain 80% attendance** for classroom and Lab Sessions, then he/she will be dropped from the program and will not be eligible for free training and placements.
 - If student does not attend scheduled interviews by Palle Technologies, then student will be blocked from applying for openings for one month.
 - Student must clear mock interview to apply for our client companies.
 - The Validity of the CSR Free training and free Placement Program will be for **9 Months from 1st June 2024.**

Mandatory Requirements while joining:

- ✓ Student has to bring a photocopy of his or her X, XII mark sheets
- ✓ Student has to bring a photocopy of Engineering all semester mark sheets up to 6th semester
- ✓ Student has to bring photocopy of Aadhaar card
- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.

S. We

12TH December 2023

**Letter of Intent for Free Training and Placement under
CSR Program for Batch 2024**

To

Jeevan Gowda N
jeevangowdajv@gmail.com
computer science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

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- ✓ Assignments –coding & aptitude

Principal

RAIARAJESWARI

COLLEGE OF ENGINEERING

Bommanahalli Cross, Bengaluru-74

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road,
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

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We look forward to welcome you on board.

**With Best Wishes
Tech Team
PalleTechnologies
Bangalore**

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.


Principal
**RAJARAJESWARI
COLLEGE OF ENGINEERING**

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road,
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

12TH December 2023

**Letter of Intent for Free Training and Placement under
CSR Program for Batch 2024**

To

Jeevan M
jeevangowda7139@gmail.com
computer science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline.

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Principal
Principal

RAJARAJESWARI

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road,
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

COLLEGE OF ENGINEERING
Samahalli Cross, Bengaluru-7th

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- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

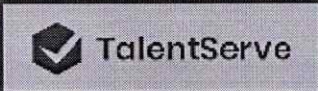
NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

S. We

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OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614139
21 May, 2024

Full Name - Karuna M
Phone Number - 7411315947
Email Id - karunareddym947@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Karuna M,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Graduate Engineer Trainee on following terms & conditions as per Annexure a & b

Offer Details:

- Designation: Graduate Engineer Trainee
- Department: Full Stack Engineer
- Sub Department: Full Stack Engineer
- Role Location / Work Location: Remote for 6 Months
- Employment Type: Final Placement 24(Internship + PPO)
- Total CTC per Annum: 6.0 Lacs (Fixed +Variable)
- BreakUp CTC: Fixed: - 400000 INR Variable: - 200000 INR

By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning internship experience with TalentServe.

Congratulations and Welcome to the Team!

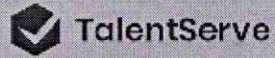
Samiksha

Samiksha
HRD Department
For TalentServe

Principal
Principal

RAJARAJESHWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

[Handwritten Signature]



Confirmation and Acceptance

I, "-----", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - Karuna M

Date - 21 May, 2024

Place -

Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bengaluru-7th



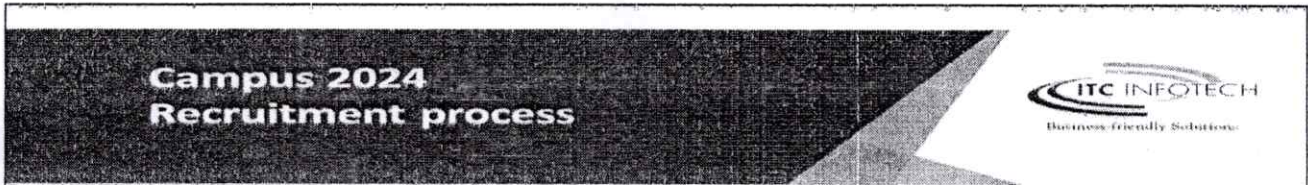
Lakshmi Gowda <lakshmik1519@gmail.com>

ITC Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch

3 messages

Phanindra R S <Phanindra.RS@itcinfotech.com>
To: "lakshmik1519@gmail.com" <lakshmik1519@gmail.com>

Tue, Oct 10, 2023 at 2:14 PM



Dear Lakshmi M Gowda,
ITCI/2024/CAM/1510
Rajarajeshwari College Of Engineering

Greetings from ITC Infotech India Ltd!

Congratulations ! We take pleasure in informing you that you have been selected in the campus recruitment process of ITC Infotech India Ltd.

Kindly consider this mail as a formal confirmation of your selection as per below details and conditions -

CTC Offered	4.25 LPA
Designation	Associate IT Consultant
Grade	IS1
Joining Location	Bangalore / Coimbatore / Pune / Kolkata / Guwahati (Allocation Basis business requirements)

- You should complete your graduation which you are now pursuing without any backlog at the time of joining.
- Secure the minimum academic percentage as prescribed in the hiring process 60% and above in the graduation.
- You shall initially undergo a mandatory training program with ITC Infotech, which helps you to transition into the various fresher roles at ITC Infotech and complete the courses offered with the minimum pass percentages indicated therein.
- Further a detailed offer letter indicating the offer stack/terms& conditions/policies will be shared with you upon conclusion of trainings provided by ITC Infotech.
- Your selection and this letter shall be terminated immediately if the above conditions are not met accordingly the employment offer shall stand revoked immediately without notice.

RJA
Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
Samohalli Cross, Bengaluru-74

In case of any further queries do reach out to us via email with the subject line "Campus Offer Confirmation – 2024 Batch"

Please acknowledge the receipt of this mail and indicate your acceptance through the MS Form which will be shared shortly.

10/13/23, 3:31 PM

Gmail - ITC Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch

Warm Regards,
 Phanindra R S
 Campus Recruitment Team
 ITC Infotech India Ltd.



Disclaimer: This communication is for the exclusive use of the intended recipient(s) and shall not attach any liability on the originator or ITC Infotech India Ltd./its Holding company/ its Subsidiaries/ its Group Companies. If you are the addressee, the contents of this e-mail are intended for your use only and it shall not be forwarded to any third party, without first obtaining written authorization from the originator or ITC Infotech India Ltd./ its Holding company/its Subsidiaries/ its Group Companies. It may contain information which is confidential and legally privileged and the same shall not be used or dealt with by any third party in any manner whatsoever without the specific consent of ITC Infotech India Ltd./ its Holding company/ its Subsidiaries/ its Group Companies. If this email is received in error, please contact the System Administrator of ITC Infotech India Ltd. at Information.Security@itcinfotech.com by quoting the name of the sender and the email address to which it has been sent and then delete it. Please note that ITC Infotech India Ltd./its Holding company/ its Subsidiaries/its Group Companies accept no responsibility for viruses, and it is your responsibility to scan or otherwise check this email and any attachments. Please be advised that email communications will not result in an agreement binding ITC Infotech India Ltd./its Holding company/ its Subsidiaries/its Group Companies. Such contracts should be executed separately and only by managers authorized in this behalf.

Lakshmi Gowda <lakshmik519@gmail.com>
 To: Phanindra R S <Phanindra.RS@itcinfotech.com>

Tue, Oct 10, 2023 at 2:56 PM

I accept the offer.
 [Quoted text hidden]

2 attachments

-  image001.png
110K
-  image001.png
110K

Lakshmi Gowda <lakshmik519@gmail.com>
 To: Phanindra R S <Phanindra.RS@itcinfotech.com>

Fri, Oct 13, 2023 at 3:24 PM

Hi Phanindra,

I Accept the offer.

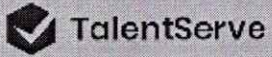
Thanks & Regards
 Lakshmi M Gowda
 Rajarajeswari college of Engineering, Bangalore

PM
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
 Ramohalli Cross, Bengaluru-7th

On Tue, Oct 10, 2023, 2:15 PM Phanindra R S <Phanindra.RS@itcinfotech.com> wrote:
 [Quoted text hidden]

2 attachments

-  image001.png
110K



OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614132
21 May, 2024

Full Name - Lakshmi M Gowda
Phone Number - 7676918212
Email Id - lakshmiki519@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Lakshmi M Gowda,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Graduate Engineer Trainee on following terms & conditions as per Annexure a & b

Offer Details:

- Designation: Graduate Engineer Trainee
- Department: Full Stack Engineer
- Sub Department: Full Stack Engineer
- Role Location / Work Location: Remote for 6 Months
- Employment Type: Final Placement 24(Internship + PPO)
- Total CTC per Annum: 6.0 Lacs (Fixed +Variable)
- BreakUp CTC: Fixed: - 400000 INR Variable: - 200000 INR

By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning internship experience with TalentServe.

Congratulations and Welcome to the Team!

Samiksha

Samiksha
HRD Department
For TalentServe

R. Yadav
Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A

Confirmation and Acceptance

I, "-----", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - Lakshmi M Gowda

Date - 21 May, 2024

Place -



Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Samohalli Cross, Bengaluru-7A

12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

M H SATHWIK GOWDA
sathwikgowdasg2000@gmail.com
computer science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline. The online training will be started from the January 22nd 2024 and the Offline Training will be conducted after 8th Semester Examinations at Palle Technologies Development Center at HSR Layout Bangalore.

Online Training Schedules will be at 6 pm from Monday to Friday,
The Starting Date for online training will be January 22nd 2024

Offline training will start from June 3rd 2024

The duration of the offline Technology Training Program will be 3.5 months to 4 months, with Training and Lab Sessions conducted 4 to 5 hours per day from Monday to Saturday. Students will be evaluated on regular basis for Concepts and Coding skills and guidance will be provided on how to prepare for Interviews.

Features of Offline Technology Training

- ✓ Student can choose any one of the below given technologies
 - Java full stack
 - Python full tack
 - Automation Testing with Python or Java, based on student's choice.
- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude, web technologies, and database MySQL/sql server.
- ✓ Assignments –coding & aptitude

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road,
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
- ✓ Mock HR interviews
 - We will schedule interviews with our esteemed clients with a packages starting from 3 LPA to 8 LPA.
 - Course Completion Certificate will be provided after the successful completion of the Technology training
 - If student do not **maintain 80% attendance** for classroom and Lab Sessions, then he/she will be dropped from the program and will not be eligible for free training and placements.
 - If student does not attend scheduled interviews by Palle Technologies, then student will be blocked from applying for openings for one month.
 - Student must clear mock interview to apply for our client companies.
 - The Validity of the CSR Free training and free Placement Program will be for **9 Months from 1st June 2024.**

Mandatory Requirements while joining:

- ✓ Student has to bring a photocopy of his or her X, XII mark sheets
- ✓ Student has to bring a photocopy of Engineering all semester mark sheets up to 6th semester
- ✓ Student has to bring photocopy of Aadhaar card
- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.



Principal
RAJARAJESWARI

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COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

Madhan R
rmdhan611@gmail.com
computer science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

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R.K.H.
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068
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With Best Wishes
Tech Team
PalleTechnologies
Bangalore

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RTH
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-71

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road,
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

S. Venkatesh

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43

25-10-2023

UST-LOI-0659

Nandan P

Rajarajeswari college of Engineering

Sub: Letter of Intent

Dear Nandan P,

With reference to the interview and the subsequent discussions we had with you, we are happy to inform you that you have successfully completed our selection process and we are pleased to offer a Letter of Intent for a career with ('UST').

This offer is subject to the following and any other conditions:

1. You should complete the course which you are now pursuing, without any backlog at the time of joining.
2. Shall secure 60% aggregate in your current degree course from the first to last semester.
3. Shall provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters prior to the date of joining.

If you accept this offer and join our services, you will be designated as **Developer I - Software Engineering**.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by the Employment Agreement, Employee Non-disclosure, Non-solicitation and Non-Competition Agreement and other agreements when you join the employment of the Company.

The Overall compensation offered to you is Rs 4,25,000/- (Rupees Four Lakh Twenty-Five Thousand) per annum, which will include an Annual Variable Pay of up to a maximum of Rs 21250/- (Rupees Twenty-One Thousand Two Hundred and Fifty) per annum subject to the policy of US technology in this regard.

This offer with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology.

This Offer is subject to successful completion of any Pre-Onboarding training requirement assigned to you.

On successful completion of all the above and any other conditions, you will be issued with a detailed offer letter containing the terms and conditions of employment and your joining date, based on the positions open at that time, which will be binding on you.

P.H.
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

**U .
S T**

If this offer is acceptable to you, please intimate your acceptance of the same by signing a scanned copy of this letter and returning it to us on or before 30-10-2023. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

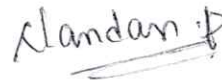
Sincerely,

for **US Technology**



Vinesh George
Director I – Human Resources

Accepted



Nandan P

Execution by the candidate:

I, Nandan P, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this Agreement.



Signed by Candidate

Date 26/10/2023.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



2308213/ ELTP-CAMPUS / 2024

21-May-2024

Subject: Letter of Intent

Dear Mr.Nandan P,

This refers to the campus interview that you had attended.

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

- o You are being medically fit.
- o You have completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course.

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

- o You will be under **probation for a period of 6 (Six) months** from the date of joining.
- o You will be eligible for an Annual Salary package of **INR 325000 (Indian Rupees Three Lakh Twenty-Five Thousand)**. Please refer to **Annexure - A** for breakup of your intended Annual Salary package.
- o In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- o At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- o You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Page | 1

Rise for a more equal world

Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

TECH
mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

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

This Letter of Intent shall cease to be valid on **31-Oct-24** or issue of Offer of Appointment, whichever is earlier.

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

Yours sincerely,
For Tech Mahindra Limited,

R. Krishna
Krishna Ramaswamy

Head - Resource Management Group

S. Venkatesh

Page | 2

Rise for a more equal world

R. Krishna
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Annexure - A

Total Cost to Company (TCC) (Per Annum)	325000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@40% of Total Fixed Pay)	111397
HRA (@70% of Basic Pay)	77978
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13368
Flexible Components of TFP ^	27750
Total Fixed Pay (Per Annum)	278493
Total Variable Pay (TVP) (Per Annum) (*)	30944
Total (A)	309437
Additional Benefits (B)	15563
Gratuity	5359
Insurance Premiums (towards GTLI, GMIP and GPAI)	10204
Total Cost to Company (Per Annum) -----(A) + (B)	325000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12000
Meal Card (Max INR. 2200 per month)	26400
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs .	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

2308191/ ELTP-CAMPUS / 2024

21-May-2024

Subject: Letter of Intent

Dear Mr.Nithin U,

This refers to the campus interview that you had attended.

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

- ø You are being medically fit.
- ø You have completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course.

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

- ø You will be under **probation for a period of 6 (Six) months** from the date of joining.
- ø You will be eligible for an Annual Salary package of **INR 325000 (Indian Rupees Three Lakh Twenty-Five Thousand)**. Please refer to **Annexure - A** for breakup of your intended Annual Salary package.
- ø In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- ø At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
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Page | 1

Rise for a more equal world

Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bengaluru-7c

TECH
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For Tech Mahindra Limited,

R. Krishna
Krishna Ramaswamy

Head - Resource Management Group

S. Venkatesh

Page | 2

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W.M.
Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

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12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

Patra Chinmay Mochiram
chinmaypatra1538@gmail.com
computer science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

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PKK
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7th

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With Best Wishes
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Bangalore

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Principal
RAJARAJESWARI

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COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

49

12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

pokala praveensai
pokalapraveensai8836@gmail.com
computer science
Rajarajeswari College Of Engineering-Bangalore

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RXX
Principal

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Bommanahalli, Bengaluru - 560 068

Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

**RAJARAJESWARI
COLLEGE OF ENGINEERING**
Ramohalli Cross, Bengaluru-74

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With Best Wishes
Tech Team
PalleTechnologies
Bangalore

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Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

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Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614140
21 May, 2024

Full Name - pooja br
Phone Number - 9945209718
Email Id - poojabr595@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear pooja br,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Management Trainee on following terms & conditions as per Annexure a & b

Offer Details:

- Designation: Management Trainee
- Department: Human Resource / Finance & Operation
- Sub Department: Human Resource / Finance & Operation
- Role Location / Work Location: Remote for 6 Months
- Employment Type: Final Placement 24(Trainee Role + OJT Plus Placement)
- Total CTC per Annum: 5.5 Lacc (Fixed + Variable)
- BreakUp CTC: Fixed: - 450000 INR Variable: - 100000 INR

By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning internship experience with TalentServe.

Congratulations and Welcome to the Team!

Samiksha

Samiksha
HRD Department
For TalentServe

[Signature]
Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A

Confirmation and Acceptance

I, " _____", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - pooja br

Date - 21 May, 2024

Place -


Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bengaluru-7A



To
Poonam Gowda C S
Subject: Internship Offer Letter

Date: 30th December, 2023

Dear Poonam Gowda C S

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th February, 2024** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your First month stipend(30days)will be on hold and it will be released along with your fourth month stipend.
- During this Internship, you are eligible to get up to Rs 200,000/- as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30 days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs 7,25,000 INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.
- No leaves would be allowed during 1st month of your employment (allowed only if it is genuine). If you are takingleaves we would be requiring supporting and admissible documents for the same
- Failing to do the same organization can be liable to take action against your employment

Again, congratulations and we look forward to working with you.

Yours truly,
For IntelliPaat Software Solutions Private Limited



Bhargavi Narayan A S
Associate Vice President- Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

6th Floor, Primeco Towers, Arekere Gate Junction, Bannerghatta Main Road, Bengaluru, Karnataka-560076

PTM
Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Samohalli Cross, Bengaluru -7

S. We

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The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
[https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5](https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5).
Ashish@codeyoung.com

Employment Offer and Employment Agreement

22nd Feb 2024,

Dear Priyanka K A,

Further to your recent interview, conditional on and subject to no adverse findings arising from any of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **26th February 2024**.

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment.

For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.


Principal
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COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7



JOB TITLE: International Sales Specialist

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

3. COMPENSATION

Your remuneration shall be as per Annexure titled "Compensation"

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.

In the event of an Income tax liability or any other tax liability or any statutory charges arising as a result of your employment with the Company, these will be borne by yourselves and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with Company.

4. SALARY REVISIONS

The Company may undertake periodic review of salaries, and will notify of any amendments, which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed your entitlement, an appropriate deduction will be made from your full and final payout. Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable. If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.


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COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



6. HOURS OF WORK

Your usual working hours shall be 10pm to 7am, however in interest of business such hours may be extended. Work days are from Tuesday to Sunday, with Monday being a week off. The timings and work days are subject to change based on the management's decision.

7. ADDITIONAL HOURS

Subject to your role qualifying for overtime under applicable statutory provisions, if occasions arise when you may be required to work additional hours beyond normal hours.

8. PLACE OF WORK AND MOBILITY

Your usual location of work will be **Bangalore**. However, you may be required from time to time to work at or from any office or location of the Company or within different companies affiliated to Codeyoung. A change of your place of residence may be required from time to time and you may be transferred from one city to another for business needs of the Company. In case of transfer, your transfer shall be subject to Relocation Policy.

9. RETIREMENT

Normal retirement in the company is at age 58. Your employment will terminate automatically at the end of the month in which your 58th birthday occurs, unless you are otherwise advised by individual notice. You may also be retired earlier if found to be medically unfit or suffer any other incapacity that may impact the effective performance of your services.

10. RULES AND REGULATIONS

Codeyoung is a business based on integrity and mutual trust. In order to maintain and safeguard the trust and confidence of customers and the public certain ethical principles and standards of conduct have to be maintained.

In addition to any requirement under the Code of Conduct , you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and
or

being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment .


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Ramohalli Cross, Bengaluru-74



Other specific rules and regulations will be notified by the Company from time to time. Policies, Code of Conduct, rules and regulations may be amended from time to time. You are required to keep yourself updated of such changes

11. CONFIDENTIALITY

As a condition of employment, you are required to sign and return the Non-Disclosure Agreement in Annexure that pledges confidentiality on all business matters appertaining to the Codeyoung, its subsidiaries, the company, and its customers. A breach of confidentiality is a material breach and may result in disciplinary proceedings including but not limited to injunction, termination of employment or claims of damages.

12. PROTECTION OF PERSONAL DATA

The Codeyoung adopts industry-standard software for maintenance of employee and customer data and Personal data of employees and customer data. Such data may be processed for human resources administration purposes, including payroll administration, career development, performance and health and safety administration and such business and operational needs. In order to process your personal data, the Company needs your consent. A format of such consent is enclosed with this letter. We request you to read and confirm your consent and return the Consent to us. Access to information systems and your personal data will be protected in accordance with our standard practices.


13. USE OF SOFTWARE AND SYSTEMS ACCESS

You are required to follow policies, rules and procedures laid down by the Company in this letter and those subsequently notified by the Company

14. DATA PROTECTION

Under the Company's policies, you have a responsibility to ensure that all personal data, confidential information you process or possess, is kept protected. Unauthorized disclosure of personal data of any one, yourself, your colleagues, vendors or customers is a material breach and may result in disciplinary action including but not limited to termination of employment and other actions as may be necessary under the applicable laws governing data protection. Therefore, you must ensure that you do the following in addition to all other guidance regarding data protection you may receive from the Company from time to time:

- Do not disclose personal data without authority


Principal
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COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7#



- Do not access information or systems not directly relevant to each task
- Do not treat personal data carelessly
- lock all printouts away when not in use
- Do not disclose your computer password to any unauthorized person.

Under the Company's policies, it is important that the Company's internal, restricted or highly restricted personal records are maintained as accurately as possible. Hence, you must notify the Company in writing of any change in your personal circumstances, such as your address, marital status, birth of children, attainment of professional qualifications, and so forth.

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

Post confirmation, except where your employment is terminated on the grounds of misconduct, poor work performance, breach of employment terms or policies, breach of laws, you are entitled to a prior notice of termination of **1 month** from the Company, or pay in lieu of notice period.

In the event of misconduct, poor work performance, breach of policies, Code of Conduct, involvement in any criminal activity of sexual harassment incident or similar such reasons, the notice period of one month shall not apply and services may require to be terminated at shorter notice.

Notice of Termination may be handed to you personally, by email or sent to your last recorded address. The Company reserves the right to ask that you no longer work at your office location for the duration of your notice period in case circumstances so require. During the notice period it is mandatory to deliver at least 80% of your target for successful relieving. The company reserves all the rights to withhold your relieving documents and full and final settlement in case of unsatisfactory or poor work performance, breach of policies, misconduct, or any other disciplinary issues during the notice period.

16. TERMINATION OF EMPLOYMENT BY YOU

During probation, you are required to give the company at least one calendar months' notice in writing. Post confirmation, you are required to give the company a minimum of **2 months'** notice in writing. Where notice period as per terms of employment is not served, pay in lieu of notice period would be reduced from the final settlement dues to the employee. Upon immediate termination of employment by you, you will have to compensate by paying up to an amount equal to 2 month's salary to the Company in lieu of the notice period.


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Ramohalli Cross, Bengaluru-7A

17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

You shall immediately return all computers, software, access cards, work deliverables, completed or work in progress and any other Codeyoung provided property upon your end of employment. You shall not make any copies of work products or software or retain any of Codeyoung assets in your possession after your employment with Codeyoung comes to an end. You understand that a breach of this obligation entitles Codeyoung to take civil and criminal actions as applicable for recovery of its assets.

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES



In consideration of your employment, you agree and hereby assign all intellectual property rights copyrights, patents, trademarks, design rights or any other proprietary right and moral rights assignable to Codeyoung in all deliverables you create in the course of your employment including but not limited to software codes, reports, algorithms, analysis etc. You shall not retain any copies of the same in your personal computer or mail systems. You understand that intellectual property is a vital asset for Codeyoung and any wrongful disclosure or handling of the same shall result in irreparable loss and injury to Codeyoung and allow Codeyoung to prosecute a legal action, claim damages or injunctions. You shall not use third party's proprietary material or their intellectual property without appropriate authorisations and licenses to produce your work deliverables for Codeyoung.

19. INDEMNIFICATIONS

You understand that breaching actions of yours such as breach of confidentiality, breach of applicable laws, breach of data protection obligations, breach of intellectual property rights may cause Codeyoung financial, reputational or goodwill loss, hence you shall at all times indemnify Codeyoung, its directors, third parties and employees from and against any claims, losses or damages arising from your breaches or unlawful activities

20. NON -SOLICITATION

You shall not directly or indirectly induce, influence, coerce, solicit away any of Codeyoung's customers or employees. This restriction applies during your tenure with Codeyoung and for a duration of two years after termination of your engagement with Codeyoung, regard less of the reason for termination of your engagement with Codeyoung.



Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

21. AMENDMENTS

All enclosures herewith are deemed part of your employment agreement with the Company. Please note that the Company reserves all rights to modify, amend, or introduce new policies, procedures, or guidelines as deemed necessary to fulfill business requirements. These changes may occur at any time and without prior notice. The Company will make reasonable efforts to communicate such changes, but it is understood that it is the employee's responsibility to stay informed and comply with the updated policies and procedures. The Company will not be liable for any losses or damages incurred as a result of changes to policies or procedures.

22. EXCLUSIVE JURISDICTION

Your employment and conditions of employment are exclusively governed by the laws of India and the courts of Bangalore shall have the exclusive jurisdiction on any dispute arising on matters related to your employment.

23. SEVERABILITY

If any part of this agreement is held invalid, void or unenforceable, the remainder of the terms shall continue to be fully enforceable minus the portion which is not enforceable



Principal
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CONFIRMATION OF ACCEPTANCE

We request you to complete and return a copy of this letter as a token of written acceptance of this offer. If we do not receive a written acceptance as above from you within 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung

A handwritten signature in blue ink, appearing to read 'S. Dhakad', with a green checkmark and initials 'AKR' written below it.

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli, Bangalore-77



HR 2.01 F5 -- Acceptance of Software and Systems usage.

To

Codeyoung

(“The
company”)

The Company forbids the use of unauthorized software on any company equipment or the use of authorized software on any personal or non-company issued equipment. The Company forbids unauthorized access, or any unauthorized attempt to access, any data maintained on any computer systems.

Unauthorized software comprises any software that is not on the Codeyoung IT list of approved software or which has not been procured via the authorized procurement channels and includes any unsolicited software, demonstration software that has not been previously checked by Codeyoung IT security or an authorized agency of Codeyoung IT security, and any software that is delivered in such a way that it may have been tampered with.

Unless the prior specific approval of senior management is obtained, the use of unauthorized software on Company equipment or other breach of the above will be viewed as gross misconduct and an extremely serious violation of the Company’s regulations, which may lead to disciplinary action including but not limited to termination , or other appropriate action as necessary by the Company.

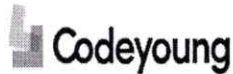
I confirm that I have read and understood the above conditions on the use of unauthorized software and systems. I also understand that the Company may from time to time notify amendments or additional conditions or Policies governing access, use and protection of data, systems and software and I agree to abide by them in full compliance thereof.

Name:

Date:

Signature:


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RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).
2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.
3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.
4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):
5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;
 - a. Codeyoung staff training video on data protection;
 - b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.


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6. I also confirm that I shall read or view, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, any other rules or requirements (whether in relation to the data protection legislation referred to in paragraph 4(b) above or otherwise) advised to me by Codeyoung.

I confirm that I have read and understood the above conditions. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE

DATE

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RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-77



DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

I have never been convicted of a criminal offence involving fraud or dishonesty; and

I have never been declared bankrupt.

Signed _____

Name _____

Codeyoung Dept. / Job title_

Date _____

P.K.A.
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7r

S. Ven



INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

1. Usage of or access to the Internet, computer and software 'equipment' wherever situated in Codeyoung premises or those made available by Codeyoung, its customers or business partners is to be conducted in a business-like and professional manner. Use of Email and computer systems are provided for Codeyoung's business matters only. Any breach is subject to disciplinary procedure, up to and including revocation of access privileges and termination of employment.

Internet and Email access is not to be used for the following purposes, which are expressly forbidden: solicitation of correspondence unrelated to business activities, illegal, libellous or offensive messages, prejudice or harassment whether racial, sexual or of any other kind, action prejudicial to another's business, his reputation or his Internet access (flaming, spamming etc.), for download of pornography, games software or other salacious or frivolous material, for obtaining or purchasing executable (exe) software without specific prior approval or video, audio or music material, nor for participation in news - groups, use-groups or chat-rooms, nor for issuance of any form of formally unauthorized business advice.

2. No legal commitment by Email on behalf of any member of Codeyoung, or for the conclusion of any form of commercial contractual agreement; nor for communication of any advertising/marketing material without prior approval of an authorized person must be made.

3. The user shall respect and abide by all applicable laws, including confidentiality, copyright and data protection laws. In particular the user must not copy or transmit to third parties the works of others without their permission as this may infringe copyright.

4. Hard copies must be taken of any electronic mail messages which need to be retained for regulatory or other legal purposes, as advised by the Compliance function. Comment – Codeyoung Management to assess if they like to retain this practice.

5. The user must not import files or messages without ensuring that they have first been scanned for viruses.

6. The user will bear in mind at all times that electronic mail messages, however confidential or damaging, may have to be disclosed in court proceedings or investigations.

7. Codeyoung is entitled at any time to examine the computer systems and/or download details of and/or monitor any usage of any kind by the user of the Internet including, without limitation, any Email messages, whether or not created by the user, the content of any pages downloaded and any mechanisms which record the user's use of the Internet.


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Ramohalli Cross, Bengaluru-74



I Priyanka K A,

The user acknowledges receipt of the above conditions (which I have read and understood). I accept and agree to comply with all the matters referred to in them. I understand that failure to do so may result in disciplinary action against me. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE

DATE



Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A



HR 2.01 F10 – Data Consent Form

Personal data - Consent

In consideration of being evaluated for employment by Codeyoung, for purposes of pre - employment, during employment and post-employment processing of my personal data

I hereby expressly agree and consent as follows:

Codeyoung or its authorized agents or service providers or third parties including platforms or aggregators may collect, process and disclose my personal information/data to verify the accuracy of the information I have provided in my application form or during my recruitment process, by conducting appropriate background checks. In this regard, Codeyoung may, amongst other, obtain a personal credit report, conduct a criminal record search, and contact the persons I have appointed as personal references during my recruitment.

I understand and agree that:

My personal information/data may be processed, analyzed and accessed by or on behalf of Codeyoung by third parties whether based in India or other locations, where there may be less stringent data protection laws than in India.

Codeyoung shall protect my Personal Data in accordance with the applicable laws by using industry-standard security and protection protocols.

At any time Codeyoung or its authorized agents or service providers may request, collect, process and disclose my personal information/data for processing my salary, health insurance, employee benefits, for employment or other intranet or internet portals or platforms and other such operations lawfully necessary.

Date:

Signature:

Name


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Pamohalli Cross, Bengaluru-74

HR 2.01 F10 – Data Consent Form

The CTC provided by the company will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and **INR 3,00,000** is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee's contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹200,000	₹16,667
2	House Rent Allowance	₹80,000	₹6,667
3	LTA	₹20,000	₹1,667
4	Special Allowances	₹76,600	₹6,383
5	Night Allowance	₹36,000	₹3,000
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436,000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
3	Health Insurance	₹4,800	₹400
B	Total Deductions	₹28,800	₹2,400
A - B	Net Salary	₹383,800	₹31,983

With regards,
Shailendra Dhakad
Director Codeyoung




Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
 Ramohalli Cross, Bengaluru-7th

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Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2308211/ ELTP-CAMPUS / 2024

21-May-2024

Subject: Letter of Intent

Dear Ms.Priyanka Ka,

This refers to the campus interview that you had attended.

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

- ø You are being medically fit.
- ø You have completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course.

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

- ø You will be under **probation for a period of 6 (Six) months** from the date of joining.
- ø You will be eligible for an Annual Salary package of **INR 325000 (Indian Rupees Three Lakh Twenty-Five Thousand)**. Please refer to **Annexure - A** for breakup of your intended Annual Salary package.
- ø In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- ø At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- ø You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

S. Venkatesh

Page | 1

Rise for a more equal world

Principal

**RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74**

**TECH
mahindra**

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

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

This Letter of Intent shall cease to be valid on **31-Oct-24** or issue of Offer of Appointment, whichever is earlier.

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

Yours sincerely,
For Tech Mahindra Limited,

R Krishna
Krishna Ramaswamy

Head - Resource Management Group

S. Ven

Page | 2

Rise for a more equal world

RKR
Principal

**RAJARAJESWARI
COLLEGE OF ENGINEERING**
Ramohalli Cross, Bengaluru-74

Annexure - A

Total Cost to Company (TCC) (Per Annum)	325000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@40% of Total Fixed Pay)	111397
HRA (@70% of Basic Pay)	77978
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13368
Flexible Components of TFP ^	27750
Total Fixed Pay (Per Annum)	278493
Total Variable Pay (TVP) (Per Annum) (*)	30944
Total (A)	309437
Additional Benefits (B)	15563
Gratuity	5359
Insurance Premiums (towards GTLI, GMIP and GPAI)	10204
Total Cost to Company (Per Annum) -----(A) + (B)	325000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12000
Meal Card (Max INR. 2200 per month)	26400
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs .	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

55



The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
<https://maps.app.goo.gl/9G9pNvJm>
eXFhXxCr5.
Ashish@codeyoung.com

Employment Offer and Employment Agreement

10th Feb 2024,

Dear Qurrath Ul Aien,

Further to your recent interview, conditional on and subject to no adverse findings arising from an of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is 12th February 2024.

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar/other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment. For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 3 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR15000/month (Fifteen thousand only) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of the probation period by without any extension and by meeting the expected targets and deadlines you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING



JOB TITLE: Quality Engineer

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

3. COMPENSATION

Your remuneration shall be as per Annexure titled "Compensation"

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.

In the event of an Income tax liability or any other tax liability or any statutory charges arising as a result of your employment with the Company, these will be borne by yourselves and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with Company.

4. SALARY REVISIONS

The Company may undertake periodic review of salaries, and will notify of any amendments, which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed your entitlement, an appropriate deduction will be made from your full and final payout. Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable. If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.

6. HOURS OF WORK

Your usual working hours shall be 11 am to 8 pm, however in interest of business such hours may be extended. Work days are from Monday to Saturday, with Sunday being a week off. The timings and work days are subject to change based on the management's decision.

7. ADDITIONAL HOURS

Subject to your role qualifying for overtime under applicable statutory provisions, if occasions arise when you may be required to work additional hours beyond normal hours.

8. PLACE OF WORK AND MOBILITY

Your usual location of work will be **Bangalore**. However, you may be required from time to time to work at or from any office or location of the Company or within different companies affiliated to Codeyoung. A change of your place of residence may be required from time to time and you may be transferred from one city to another for business needs of the Company. In case of transfer, your transfer shall be subject to Relocation Policy.

9. RETIREMENT

Normal retirement in the company is at age 58. Your employment will terminate automatically at the end of the month in which your 58th birthday occurs, unless you are otherwise advised by individual notice. You may also be retired earlier if found to be medically unfit or suffer any other incapacity that may impact the effective performance of your services.

10. RULES AND REGULATIONS

Codeyoung is a business based on integrity and mutual trust. In order to maintain and safeguard the trust and confidence of customers and the public certain ethical principles and standards of conduct have to be maintained.

In addition to any requirement under the Code of Conduct, you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and

or
being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment.


Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Samahalli Cross, Bengaluru-74





Other specific rules and regulations will be notified by the Company from time to time. Policies, Code of Conduct, rules and regulations may be amended from time to time. You are required to keep yourself updated of such changes

11. CONFIDENTIALITY

As a condition of employment, you are required to sign and return the Non-Disclosure Agreement in Annexure that pledges confidentiality on all business matters appertaining to the Codeyoung, its subsidiaries, the company, and its customers. A breach of confidentiality is a material breach and may result in disciplinary proceedings including but not limited to injunction, termination of employment or claims of damages.

12. PROTECTION OF PERSONAL DATA

The Codeyoung adopts industry-standard software for maintenance of employee and customer data and Personal data of employees and customer data. Such data may be processed for human resources administration purposes, including payroll administration, career development, performance and health and safety administration and such business and operational needs. In order to process your personal data, the Company needs your consent. A format of such consent is enclosed with this letter. We request you to read and confirm your consent and return the Consent to us. Access to information systems and your personal data will be protected in accordance with our standard practices.

13. USE OF SOFTWARE AND SYSTEMS ACCESS

You are required to follow policies, rules and procedures laid down by the Company in this letter and those subsequently notified by the Company

14. DATA PROTECTION

Under the Company's policies, you have a responsibility to ensure that all personal data, confidential information you process or possess, is kept protected. Unauthorized disclosure of personal data of any one, yourself, your colleagues, vendors or customers is a material breach and may result in disciplinary action including but not limited to termination of employment and other actions as may be necessary under the applicable laws governing data protection. Therefore, you must ensure that you do the following in addition to all other guidance regarding data protection you may receive from the Company from time to time:

- Do not disclose personal data without authority



of Codeyoung assets in your possession after your employment with Codeyoung comes to an end. You understand that a breach of this obligation entitles Codeyoung to take civil and criminal actions as applicable for recovery of its assets.

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

In consideration of your employment, you agree and hereby assign all intellectual property rights copyrights, patents, trademarks, design rights or any other proprietary right and moral rights assignable to Codeyoung in all deliverables you create in the course of your employment including but not limited to software codes, reports, algorithms, analysis etc. You shall not retain any copies of the same in your personal computer or mail systems. You understand that intellectual property is a vital asset for Codeyoung and any wrongful disclosure or handling of the same shall result in irreparable loss and injury to Codeyoung and allow Codeyoung to prosecute a legal action, claim damages or injunctions. You shall not use third party's proprietary material or their intellectual property without appropriate authorisations and licenses to produce your work deliverables for Codeyoung.

19. INDEMNIFICATIONS

You understand that breaching actions of yours such as breach of confidentiality, breach of applicable laws, breach of data protection obligations, breach of intellectual property rights may cause Codeyoung financial, reputational or goodwill loss, hence you shall at all times indemnify Codeyoung, its directors, third parties and employees from and against any claims, losses or damages arising from your breaches or unlawful activities.

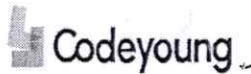
20. NON -SOLICITATION

You shall not directly or indirectly induce, influence, coerce, solicit away any of Codeyoung's customers or employees. This restriction applies during your tenure with Codeyoung and for a duration of two years after termination of your engagement with Codeyoung, regard less of the reason for termination of your engagement with Codeyoung.

21. AMENDMENTS

The Company reserves the right to amend the terms and conditions related to employment, the policies, the rules and regulations applicable to employees. Such changes would be communicated through an internal communication to the employees at large. Such changes


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



- Do not access information or systems not directly relevant to each task
- Do not treat personal data carelessly
- lock all printouts away when not in use
- Do not disclose your computer password to any unauthorized person.

Under the Company's policies, it is important that the Company's internal, restricted or highly restricted personal records are maintained as accurately as possible. Hence, you must notify the Company in writing of any change in your personal circumstances, such as your address, marital status, birth of children, attainment of professional qualifications, and so forth.

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

Post confirmation, except where your employment is terminated on the grounds of misconduct, breach of employment terms or policies, breach of laws, you are entitled to a prior notice of termination of **1 month** from the Company, or pay in lieu of notice period.

In the event of misconduct, breach of policies, Code of Conduct, involvement in any criminal activity of sexual harassment incident or similar such reasons, the notice period of one month shall not apply and services may require to be terminated at shorter notice.


Notice of Termination may be handed to you personally, by email or sent to your last recorded address. The Company reserves the right to ask that you no longer work at your office location for the duration of your notice period in case circumstances so require.

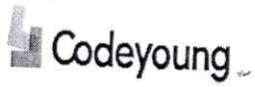
16. TERMINATION OF EMPLOYMENT BY YOU

During probation, you are required to give the company at least one calendar months' notice in writing. Post confirmation, you are required to give the company a minimum of **2 months'** notice in writing. Where notice period as per terms of employment is not served, pay in lieu of notice period would be reduced from the final settlement dues to the employee. Upon immediate termination of employment by you, you will have to compensate by paying up to an amount equal to 2 month's salary to the Company in lieu of the notice period.

17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

You shall immediately return all computers, software, access cards, work deliverables, completed or work in progress and any other Codeyoung provided property upon your end of employment. You shall not make any copies of work products or software or retain any


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COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-77



CONFIRMATION OF ACCEPTANCE

We request you to complete and return a copy of this letter as a token of written acceptance of this offer. If we do not receive a written acceptance as above from you within 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A



shall be deemed to be part of your employment conditions. All enclosures herewith are deemed part of your employment agreement with the Company.

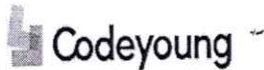
22. EXCLUSIVE JURISDICTION

Your employment and conditions of employment are exclusively governed by the laws of India and the courts of Bangalore shall have the exclusive jurisdiction on any dispute arising on matters related to your employment.

23. SEVERABILITY

If any part of this agreement is held invalid, void or unenforceable, the remainder of the terms shall continue to be fully enforceable minus the portion which is not enforceable.

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-74



HR 2.01 F5 -- Acceptance of Software and Systems usage.

To

Codeyoung

("Thecompany")

The Company forbids the use of unauthorized software on any company equipment or the use of authorized software on any personal or non-company issued equipment. The Company forbids unauthorized access, or any unauthorized attempt to access, any data maintained on any computer systems.

Unauthorized software comprises any software that is not on the Codeyoung IT list of approved software or which has not been procured via the authorized procurement channels and includes any unsolicited software, demonstration software that has not been previously checked by Codeyoung IT security or an authorized agency of Codeyoung IT security, and any software that is delivered in such a way that it may have been tampered with.

Unless the prior specific approval of senior management is obtained, the use of unauthorized software on Company equipment or other breach of the above will be viewed as gross misconduct and an extremely serious violation of the Company's regulations, which may lead to disciplinary action including but not limited to termination, or other appropriate action as necessary by the Company.

I confirm that I have read and understood the above conditions on the use of unauthorized software and systems. I also understand that the Company may from time to time notify amendments or additional conditions or Policies governing access, use and protection of data, systems and software and I agree to abide by them in full compliance thereof.

Name:

Date:

Signature:


Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A



HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).

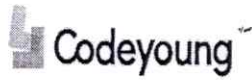
2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.

3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.

4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):

5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;

- a. Codeyoung staff training video on data protection;
- b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.



6. I also confirm that I shall read or view, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, any other rules or requirements (whether in relation to the data protection legislation referred to in paragraph 4(b) above or otherwise) advised to me by Codeyoung.

I confirm that I have read and understood the above conditions. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE
DATE


Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7



DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

I have never been convicted of a criminal offence involving fraud or dishonesty; and

I have never been declared bankrupt.

Signed _____

Name _____

Codeyoung Dept. / Job title_

Date _____

S. W.

INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

1. Usage of or access to the Internet, computer and software 'equipment' wherever situated in Codeyoung premises or those made available by Codeyoung, its customers or business partners is to be conducted in a business-like and professional manner. Use of Email and computer systems are provided for Codeyoung's business matters only. Any breach is subject to disciplinary procedure, up to and including revocation of access privileges and termination of employment.

Internet and Email access is not to be used for the following purposes, which are expressly forbidden: solicitation of correspondence unrelated to business activities, illegal, libellous or offensive messages, prejudice or harassment whether racial, sexual or of any other kind, action prejudicial to another's business, his reputation or his Internet access (flaming, spamming etc.), for download of pornography, games software or other salacious or frivolous material, for obtaining or purchasing executable (exe) software without specific prior approval or video, audio or music material, nor for participation in news - groups, use-groups or chat-rooms, nor for issuance of any form of formally unauthorized business advice.

2. No legal commitment by Email on behalf of any member of Codeyoung, or for the conclusion of any form of commercial contractual agreement; nor for communication of any advertising/marketing material without prior approval of an authorized person must be made.

3. The user shall respect and abide by all applicable laws, including confidentiality, copyright and data protection laws. In particular the user must not copy or transmit to third parties the works of others without their permission as this may infringe copyright.

4. Hard copies must be taken of any electronic mail messages which need to be retained for regulatory or other legal purposes, as advised by the Compliance function. Comment – Codeyoung Management to assess if they like to retain this practice.

5. The user must not import files or messages without ensuring that they have first been scanned for viruses.

6. The user will bear in mind at all times that electronic mail messages, however confidential or damaging, may have to be disclosed in court proceedings or investigations.

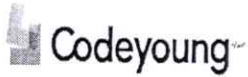
7. Codeyoung is entitled at any time to examine the computer systems and/or download details of and/or monitor any usage of any kind by the user of the Internet including, without limitation, any Email messages, whether or not created by the user, the content of any pages downloaded and any mechanisms which record the user's use of the Internet.


Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Smart Owl Education Private Bangalore 7A
CIN: U80904KA2020PTC132006

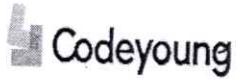


I Qurrath Ul Aien,

The user acknowledges receipt of the above conditions (which I have read and understood). I accept and agree to comply with, all the matters referred to in them. I understand that failure to do so may result in disciplinary action against me. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE

DATE



HR 2.01 F10 – Data Consent Form

Personal data - Consent

In consideration of being evaluated for employment by Codeyoung, for purposes of pre - employment, during employment and post-employment processing of my personal data

I hereby expressly agree and consent as follows:

Codeyoung or its authorized agents or service providers or third parties including platforms or aggregators may collect, process and disclose my personal information/data to verify the accuracy of the information I have provided in my application form or during my recruitment process, by conducting appropriate background checks. In this regard, Codeyoung may, amongst other, obtain a personal credit report, conduct a criminal record search, and contact the persons I have appointed as personal references during my recruitment.

I understand and agree that:

My personal information/data may be processed, analyzed and accessed by or on behalf of Codeyoung by third parties whether based in India or other locations, where there may be less stringent data protection laws than in India.

Codeyoung shall protect my Personal Data in accordance with the applicable laws by using industry-standard security and protection protocols.

At any time Codeyoung or its authorized agents or service providers may request, collect, process and disclose my personal information/data for processing my salary, health insurance, employee benefits, for employment or other intranet or internet portals or platforms and other such operations lawfully necessary.

re,

Date:

Signature:

Name

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A

HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be INR 5,00,000 per annum.


Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee's contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

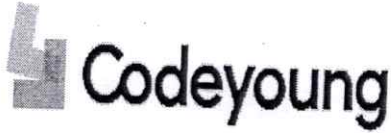
S.No	Salary	Annual	Monthly
1	Basic Salary	₹238,300	₹19,858
2	House Rent Allowance	₹95,320	₹7,943
3	LTA	₹23,830	₹1,986
4	Special Allowances	₹119,150	₹9,929
	Gross Salary	₹476,600	₹39,717
A	Employer Contribution to PF	₹23,400	₹1,950
B	CTC Total	500,000	41667
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
3	Health Insurance	₹4,800	₹400
C	Total Deductions	₹28,800	₹2,400
A - B - C	Net Salary	₹447,800	₹37,317

With regards,

Shailendra Dhakad
Director Codeyoung


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
 Ramohalli Cross, Bengaluru-74





56

The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
<https://maps.app.goo.gl/9G9pNvJm>
eXFhXxCr5.
Ashish@codeyoung.com

Employment Offer and Employment Agreement

10th Feb 2024,

Dear Razeena M,


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Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7th



JOB TITLE: Quality Engineer

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RAJ

Principal
RAJARAJESWARI
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Ramohalli Cross, Bengaluru-74

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Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Samohalli Cross, Bengaluru-7A



Other specific rules and regulations will be notified by the Company from time to time. Policies, Code of Conduct, rules and regulations may be amended from time to time. You are required to keep yourself updated of such changes

11. CONFIDENTIALITY

As a condition of employment, you are required to sign and return the Non-Disclosure Agreement in Annexure that pledges confidentiality on all business matters appertaining to the Codeyoung, its subsidiaries, the company, and its customers. A breach of confidentiality is a material breach and may result in disciplinary proceedings including but not limited to injunction, termination of employment or claims of damages.

12. PROTECTION OF PERSONAL DATA

The Codeyoung adopts industry-standard software for maintenance of employee and customer data and Personal data of employees and customer data. Such data may be processed for human resources administration purposes, including payroll administration, career development, performance and health and safety administration and such business and operational needs. In order to process your personal data, the Company needs your consent. A format of such consent is enclosed with this letter. We request you to read and confirm your consent and return the Consent to us. Access to information systems and your personal data will be protected in accordance with our standard practices.

13. USE OF SOFTWARE AND SYSTEMS ACCESS

You are required to follow policies, rules and procedures laid down by the Company in this letter and those subsequently notified by the Company

14. DATA PROTECTION

Under the Company's policies, you have a responsibility to ensure that all personal data, confidential information you process or possess, is kept protected. Unauthorized disclosure of personal data of any one, yourself, your colleagues, vendors or customers is a material breach and may result in disciplinary action including but not limited to termination of employment and other actions as may be necessary under the applicable laws governing data protection. Therefore, you must ensure that you do the following in addition to all other guidance regarding data protection you may receive from the Company from time to time:

- Do not disclose personal data without authority

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- Do not access information or systems not directly relevant to each task
- Do not treat personal data carelessly
- lock all printouts away when not in use
- Do not disclose your computer password to any unauthorized person.

Under the Company's policies, it is important that the Company's internal, restricted or highly restricted personal records are maintained as accurately as possible. Hence, you must notify the Company in writing of any change in your personal circumstances, such as your address, marital status, birth of children, attainment of professional qualifications, and so forth.

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

Post confirmation, except where your employment is terminated on the grounds of misconduct, breach of employment terms or policies, breach of laws, you are entitled to a prior notice of termination of **1 month** from the Company, or pay in lieu of notice period.

In the event of misconduct, breach of policies, Code of Conduct, involvement in any criminal activity of sexual harassment incident or similar such reasons, the notice period of one month shall not apply and services may require to be terminated at shorter notice.

Notice of Termination may be handed to you personally, by email or sent to your last recorded address. The Company reserves the right to ask that you no longer work at your office location for the duration of your notice period in case circumstances so require.

16. TERMINATION OF EMPLOYMENT BY YOU

During probation, you are required to give the company at least one calendar months' notice in writing. Post confirmation, you are required to give the company a minimum of **2 months'** notice in writing. Where notice period as per terms of employment is not served, pay in lieu of notice period would be reduced from the final settlement dues to the employee. Upon immediate termination of employment by you, you will have to compensate by paying up to an amount equal to 2 month's salary to the Company in lieu of the notice period.

17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

You shall immediately return all computers, software, access cards, work deliverables, completed or work in progress and any other Codeyoung provided property upon your end of employment. You shall not make any copies of work products or software or retain any

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COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



of Codeyoung assets in your possession after your employment with Codeyoung comes to an end. You understand that a breach of this obligation entitles Codeyoung to take civil and criminal actions as applicable for recovery of its assets.

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

In consideration of your employment, you agree and hereby assign all intellectual property rights copyrights, patents, trademarks, design rights or any other proprietary right and moral rights assignable to Codeyoung in all deliverables you create in the course of your employment including but not limited to software codes, reports, algorithms, analysis etc. You shall not retain any copies of the same in your personal computer or mail systems. You understand that intellectual property is a vital asset for Codeyoung and any wrongful disclosure or handling of the same shall result in irreparable loss and injury to Codeyoung and allow Codeyoung to prosecute a legal action, claim damages or injunctions. You shall not use third party's proprietary material or their intellectual property without appropriate authorisations and licenses to produce your work deliverables for Codeyoung.

19. INDEMNIFICATIONS

You understand that breaching actions of yours such as breach of confidentiality, breach of applicable laws, breach of data protection obligations, breach of intellectual property rights may cause Codeyoung financial, reputational or goodwill loss, hence you shall at all times indemnify Codeyoung, its directors, third parties and employees from and against any claims, losses or damages arising from your breaches or unlawful activities.

20. NON -SOLICITATION

You shall not directly or indirectly induce, influence, coerce, solicit away any of Codeyoung's customers or employees. This restriction applies during your tenure with Codeyoung and for aduration of two years after termination of your engagement with Codeyoung, regard less of the reason for termination of your engagement with Codeyoung.

21. AMENDMENTS

The Company reserves the right to amend the terms and conditions related to employment, ne policies, the rules and regulations applicable to employees. Such changes would be communicated through an internal communication to the employees at large. Such changes

RJR

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COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-71



shall be deemed to be part of your employment conditions. All enclosures herewith are deemed part of your employment agreement with the Company.

22. EXCLUSIVE JURISDICTION

Your employment and conditions of employment are exclusively governed by the laws of India and the courts of Bangalore shall have the exclusive jurisdiction on any dispute arising on matters related to your employment.

23. SEVERABILITY

If any part of this agreement is held invalid, void or unenforceable, the remainder of the terms shall continue to be fully enforceable minus the portion which is not enforceable.

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COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7#



CONFIRMATION OF ACCEPTANCE


We request you to complete and return a copy of this letter as a token of written acceptance of this offer. If we do not receive a written acceptance as above from you within 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Dungaluru-76





HR 2.01 F5 -- Acceptance of Software and Systems usage.

To

Codeyoung

("Thecompany")

The Company forbids the use of unauthorized software on any company equipment or the use of authorized software on any personal or non-company issued equipment. The Company forbids unauthorized access, or any unauthorized attempt to access, any data maintained on any computer systems.

Unauthorized software comprises any software that is not on the Codeyoung IT list of approved software or which has not been procured via the authorized procurement channels and includes any unsolicited software, demonstration software that has not been previously checked by Codeyoung IT security or an authorized agency of Codeyoung IT security, and any software that is delivered in such a way that it may have been tampered with.


Unless the prior specific approval of senior management is obtained, the use of unauthorized software on Company equipment or other breach of the above will be viewed as gross misconduct and an extremely serious violation of the Company's regulations, which may lead to disciplinary action including but not limited to termination, or other appropriate action as necessary by the Company.

I confirm that I have read and understood the above conditions on the use of unauthorized software and systems. I also understand that the Company may from time to time notify amendments or additional conditions or Policies governing access, use and protection of data, systems and software and I agree to abide by them in full compliance thereof.

Name:

Date:

Signature:


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COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A



HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).
2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.
3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.
4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):
5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;
 - a. Codeyoung staff training video on data protection;
 - b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.

FVA

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Ramohalli Cross, Bengaluru-74



6. I also confirm that I shall read or view, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, any other rules or requirements (whether in relation to the data protection legislation referred to in paragraph 4(b) above or otherwise) advised to me by Codeyoung.

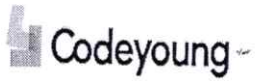
I confirm that I have read and understood the above conditions. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE

DATE

S. Venkatesh

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7



DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

I have never been convicted of a criminal offence involving fraud or dishonesty; and

I have never been declared bankrupt.

Signed _____

Name _____

Codeyoung Dept. / Job title_

Date _____


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Ramohalli Cross, Bengaluru-76



INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

1. Usage of or access to the Internet, computer and software 'equipment' wherever situated in Codeyoung premises or those made available by Codeyoung, its customers or business partners is to be conducted in a business-like and professional manner. Use of Email and computer systems are provided for Codeyoung's business matters only. Any breach is subject to disciplinary procedure, up to and including revocation of access privileges and termination of employment.

Internet and Email access is not to be used for the following purposes, which are expressly forbidden: solicitation of correspondence unrelated to business activities, illegal, libellous or offensive messages, prejudice or harassment whether racial, sexual or of any other kind, action prejudicial to another's business, his reputation or his Internet access (flaming, spamming etc.), for download of pornography, games software or other salacious or frivolous material, for obtaining or purchasing executable (exe) software without specific prior approval or video, audio or music material, nor for participation in news - groups, use-groups or chat-rooms, nor for issuance of any form of formally unauthorized business advice.

2. No legal commitment by Email on behalf of any member of Codeyoung, or for the conclusion of any form of commercial contractual agreement; nor for communication of any advertising/marketing material without prior approval of an authorized person must be made.

3. The user shall respect and abide by all applicable laws, including confidentiality, copyright and data protection laws. In particular the user must not copy or transmit to third parties the works of others without their permission as this may infringe copyright.

4. Hard copies must be taken of any electronic mail messages which need to be retained for regulatory or other legal purposes, as advised by the Compliance function. Comment - Codeyoung Management to assess if they like to retain this practice.

5. The user must not import files or messages without ensuring that they have first been scanned for viruses.

6. The user will bear in mind at all times that electronic mail messages, however confidential or damaging, may have to be disclosed in court proceedings or investigations.

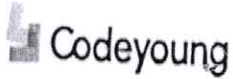
7. Codeyoung is entitled at any time to examine the computer systems and/or download details of and/or monitor any usage of any kind by the user of the Internet including, without limitation, any Email messages, whether or not created by the user, the content of any pages downloaded and any mechanisms which record the user's use of the Internet.

Principal

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COLLEGE OF ENGINEERING

Samahalli Cross, Bengaluru-74



I Razeena M,

The user acknowledges receipt of the above conditions (which I have read and understood). I accept and agree to comply with, all the matters referred to in them. I understand that failure to do so may result in disciplinary action against me. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE

DATE

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



HR 2.01 F10 – Data Consent Form

Personal data - Consent

In consideration of being evaluated for employment by Codeyoung, for purposes of pre - employment, during employment and post-employment processing of my personal data

I hereby expressly agree and consent as follows:

Codeyoung or its authorized agents or service providers or third parties including platforms or aggregators may collect, process and disclose my personal information/data to verify the accuracy of the information I have provided in my application form or during my recruitment process, by conducting appropriate background checks. In this regard, Codeyoung may, amongst other, obtain a personal credit report, conduct a criminal record search, and contact the persons I have appointed as personal references during my recruitment.

I understand and agree that:

My personal information/data may be processed, analyzed and accessed by or on behalf of Codeyoung by third parties whether based in India or other locations, where there may be less stringent data protection laws than in India.

Codeyoung shall protect my Personal Data in accordance with the applicable laws by using industry-standard security and protection protocols.

At any time Codeyoung or its authorized agents or service providers may request, collect, process and disclose my personal information/data for processing my salary, health insurance, employee benefits, for employment or other intranet or internet portals or platforms and other such operations lawfully necessary.

Date:

Signature:

Name

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COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be **INR 5,00,000 per annum.**


Full Breakdown of fixed CTC will be given below

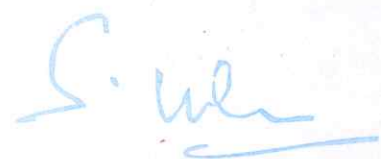
- Subject to deductions for Employee's contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

S.No	Salary	Annual	Monthly
1	Basic Salary	₹238,300	₹19,858
2	House Rent Allowance	₹95,320	₹7,943
3	LTA	₹23,830	₹1,986
4	Special Allowances	₹119,150	₹9,929
	Gross Salary	₹476,600	₹39,717
A	Employer Contribution to PF	₹23,400	₹1,950
B	CTC Total	500,000	41667
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
3	Health Insurance	₹4,800	₹400
C	Total Deductions	₹28,800	₹2,400
A - B - C	Net Salary	₹447,800	₹37,317

With regards,

Shailendra Dhakad
Director Codeyoung


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
 Ramohalli Cross, Bengaluru-77



To

Date: 30th December, 2023

Sangamesh S Karakalli
Subject: Internship Offer Letter

Dear Sangamesh S Karakalli

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th February, 2024** for a period of 6 months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your First month stipend(30days)will be on hold and it will be released along with your fourth month stipend.
- During this Internship, you are eligible to get up to Rs 200,000/- as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve 30 days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs 7,25,000 INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.
- No leaves would be allowed during 1st month of your employment (allowed only if it is genuine). If you are takingleaves we would be requiring supporting and admissible documents for the same
- Failing to do the same organization can be liable to take action against your employment

Again, congratulations and we look forward to working with you.


Yours truly,
For IntelliPaat Software Solutions Private Limited



Bhargavi Narayan A S
Associate Vice President- Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

**6th Floor, Primeco Towers, Arekere Gate Junction, Bannerghatta Main Road, Bengaluru,
Karnataka-560076**


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

**Campus 2024
Recruitment process**



①
60

Dear Sonal R Billava,
ITCI/2024/CAM/1501
Rajarajeshwari College Of Engineering

Greetings from ITC Infotech India Ltd!

Congratulations ! We take pleasure in informing you that you have been selected in the campus recruitment process of ITC Infotech India Ltd.

Kindly consider this mail as a formal confirmation of your selection as per below details and conditions -

CTC Offered	4.25 LPA
Designation	Associate IT Consultant
Grade	IS1
Joining Location	Bangalore / Coimbatore / Pune / Kolkata / Guwahati (Allocation Basis business requirements)

- You should complete your graduation which you are now pursuing without any backlog at the time of joining.
- Secure the minimum academic percentage as prescribed in the hiring process 60% and above in the graduation.
- You shall initially undergo a mandatory training program with ITC Infotech, which helps you to transition into the various fresher roles at ITC Infotech and complete the courses offered with the minimum pass percentages indicated therein.
- Further a detailed offer letter indicating the offer stack/terms& conditions/policies will be shared with you upon conclusion of trainings provided by ITC Infotech.
- Your selection and this letter shall be terminated immediately if the above conditions are not met and accordingly the employment offer shall stand revoked immediately without notice.

In case of any further queries do reach out to us via email with the subject line "Campus Offer Confirmation – 2024 Batch"

Please acknowledge the receipt of this mail and indicate your acceptance through the MS Form which will be shared shortly.

Warm Regards,

Phanindra R S

Campus Recruitment Team

ITC Infotech India Ltd.

PK
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Cross, Bengaluru-7r

**Campus 2024
Recruitment process**



Dear **Sonal R Billava**,
ITCI/2024/CAM/1501
Rajarajeshwari College Of Engineering

Greetings from ITC Infotech India Ltd!

In continuation to your Final Selection at ITC Infotech we further request you to kindly confirm your LOI Acceptance through the MS Form Link below.

MS Form Link: <https://forms.office.com/Pages/ResponsePage.aspx?id=3owvYrUHFk2rKm3Aw6ZuNV20-2LOTzZCn1vBi1mu3T5UREJZWDIyVTVDR1hVMktRU0g1NzRQU005US4u>

Note: Kindly mark your acceptance on or before 13th October 2023, 3PM IST. We will not be accepting any requests post the deadline mentioned.

Regards,

Phanindra R S

Campus Recruitment Team |Talent Management

ITC Infotech India Limited


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7#

61

To

Date: 30th December, 2023

Sonal R Billava

Subject: Internship Offer Letter

Dear Sonal R Billava

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th February, 2024** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
- Your First month stipend(30days)will be on hold and it will be released along with your fourth month stipend.
- During this Internship, you are eligible to get up to Rs **200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be Rs **7,25,000** INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.
- No leaves would be allowed during 1st month of your employment (allowed only if it is genuine). If you are takingleaves we would be requiring supporting and admissible documents for the same
- Failing to do the same organization can be liable to take action against your employment

Again, congratulations and we look forward to working with you.

Yours truly,

For IntelliPaat Software Solutions Private Limited



Bhargavi Narayan A S

Associate Vice President- Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

6th Floor, Primeco Towers, Arekere Gate Junction, Bannerghatta Main Road, Bengaluru,
Karnataka-560076


Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Bannerghatta Cross, Bengaluru-74

12TH December 2023

**Letter of Intent for Free Training and Placement under
CSR Program for Batch 2024**

To

Sonashree C
sonashreecchannesh@gmail.com
computer science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline.

The online training will be started from the January 22nd 2024 and the Offline Training will be conducted after 8th Semester Examinations at Palle Technologies Development Center at HSR Layout Bangalore.

Online Training Schedules will be at 6 pm from Monday to Friday,
The Starting Date for online training will be January 22nd 2024

Offline training will start from June 3rd 2024

The duration of the offline Technology Training Program will be 3.5 months to 4 months, with Training and Lab Sessions conducted 4 to 5 hours per day from Monday to Saturday.
Students will be evaluated on regular basis for Concepts and Coding skills and guidance will be provided on how to prepare for Interviews.

Features of Offline Technology Training

- ✓ Student can choose any one of the below given technologies
 - Java full stack
 - Python full tack
 - Automation Testing with Python or Java, based on student's choice.
- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude, web technologies, and database MySQL/sql server.
- ✓ Assignments –coding & aptitude

PKM
Principal

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com
RAJARAJESWARI COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
- ✓ Mock HR interviews
 - We will schedule interviews with our esteemed clients with a packages starting from 3 LPA to 8 LPA.
 - Course Completion Certificate will be provided after the successful completion of the Technology training
 - If student do not **maintain 80% attendance** for classroom and Lab Sessions, then he/she will be dropped from the program and will not be eligible for free training and placements.
 - If student does not attend scheduled interviews by Palle Technologies, then student will be blocked from applying for openings for one month.
 - Student must clear mock interview to apply for our client companies.
 - The Validity of the CSR Free training and free Placement Program will be for **9 Months from 1st June 2024.**

Mandatory Requirements while joining:

- ✓ Student has to bring a photocopy of his or her X, XII mark sheets
- ✓ Student has to bring a photocopy of Engineering all semester mark sheets up to 6th semester
- ✓ Student has to bring photocopy of Aadhaar card
- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

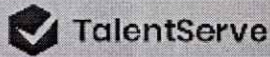
NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

[Signature]
Principal
RAJARAJESWARI

COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

[Signature]



OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614120
21 May, 2024

Full Name - Tejaswini D
Phone Number - 9513286816
Email Id - tejaswinidore2003@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Tejaswini D,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Graduate Engineer Trainee on following terms & conditions as per Annexure a & b

Offer Details:

- Designation: Graduate Engineer Trainee
- Department: Full Stack Engineer
- Sub Department: Full Stack Engineer
- Role Location / Work Location: Remote for 6 Months
- Employment Type: Final Placement 24(Internship + PPO)
- Total CTC per Annum 6.0 Lacs (Fixed +Variable)
- BreakUp CTC: Fixed: - 400000 INR Variable: - 200000 INR

By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning internship experience with TalentServe.

Congratulations and Welcome to the Team!

Samiksha

Samiksha
HRD Department
For TalentServe

Principal

Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Confirmation and Acceptance

I, "-----", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - Tejaswini D

Date - 21 May, 2024

Place -



Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bengaluru-74



The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
<https://maps.app.goo.gl/9G9pNvJm>
eXFhXxCr5.
Ashish@codeyoung.com

Employment Offer and Employment Agreement

26th Nov 2023,

Dear Thanu Sri B,

Further to your recent interview, conditional on and subject to no adverse findings arising from an of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **5th February 2024**.

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment.

For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period by without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.


Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Samohalli Cross, Bengaluru-74
Smart Owl Education Pvt Ltd
CIN: U80904KA2020PTC132006



JOB TITLE: International Sales Specialist.

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

3. COMPENSATION

Your remuneration shall be as per Annexure titled "Compensation"

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.

In the event of an Income tax liability or any other tax liability or any statutory charges arising as a result of your employment with the Company, these will be borne by yourselves and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with Company.

4. SALARY REVISIONS

The Company may undertake periodic review of salaries, and will notify of any amendments, which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed your entitlement, an appropriate deduction will be made from your full and final payout. Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable. If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.

S. W.
PK
Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Bhalki Cross, Bengaluru-74

HR 2.01 F10 – Data Consent Form


The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and **INR 3,00,000** is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee's contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹200,000	₹16,667
2	House Rent Allowance	₹80,000	₹6,667
3	LTA	₹20,000	₹1,667
4	Special Allowances	₹76,600	₹6,383
5	Night Allowance	₹36,000	₹3,000
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436,000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
3	Health Insurance	₹4,800	₹400
B	Total Deductions	₹28,800	₹2,400
A - B	Net Salary	₹383,800	₹31,983

With regards,
Shailendra Dhakad
Director Codeyoung


 Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING

12TH December 2023

**Letter of Intent for Free Training and Placement under
CSR Program for Batch 2024**

To

Thanu Sri B
tanu2872002@gmail.com
computer science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline. The online training will be started from the January 22nd 2024 and the Offline Training will be conducted after 8th Semester Examinations at Palle Technologies Development Center at HSR Layout Bangalore.

Online Training Schedules will be at 6 pm from Monday to Friday,
The Starting Date for online training will be January 22nd 2024

Offline training will start from June 3rd 2024

The duration of the offline Technology Training Program will be 3.5 months to 4 months, with Training and Lab Sessions conducted 4 to 5 hours per day from Monday to Saturday. Students will be evaluated on regular basis for Concepts and Coding skills and guidance will be provided on how to prepare for Interviews.

Features of Offline Technology Training

- ✓ Student can choose any one of the below given technologies
 - Java full stack
 - Python full tack
 - Automation Testing with Python or Java, based on student's choice.
- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude, web technologies, and database MySQL/sql server.
- ✓ Assignments –coding & aptitude

P.M.A.
Principal
RAJARAJESWARI

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
- ✓ Mock HR interviews
 - We will schedule interviews with our esteemed clients with a packages starting from 3 LPA to 8 LPA.
 - Course Completion Certificate will be provided after the successful completion of the Technology training
 - If student do not **maintain 80% attendance** for classroom and Lab Sessions, then he/she will be dropped from the program and will not be eligible for free training and placements.
 - If student does not attend scheduled interviews by Palle Technologies, then student will be blocked from applying for openings for one month.
 - Student must clear mock interview to apply for our client companies.
 - The Validity of the CSR Free training and free Placement Program will be for **9 Months from 1st June 2024.**

Mandatory Requirements while joining:

- ✓ Student has to bring a photocopy of his or her X, XII mark sheets
- ✓ Student has to bring a photocopy of Engineering all semester mark sheets up to 6th semester
- ✓ Student has to bring photocopy of Aadhaar card
- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

**With Best Wishes
Tech Team
PalleTechnologies
Bangalore**

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.

RJA
Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road,
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

3

67

To

Date: 30th December, 2023

Thanu Sri B

Subject: Internship Offer Letter

Dear Thanu Sri B

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th February, 2024** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is **6** days a week.
- Your First month stipend(30days)will be on hold and it will be released along with your fourth month stipend.
- During this Internship, you are eligible to get up to **Rs 200,000/-** as an incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, the Pre-Placement Offer will be released before the completion of your internship at IntelliPaat.
- The company reserves the right to pay or recover salary in lieu of the notice period (if applicable) or to relieve you before the expiry of the notice period. All payments and recoveries made under this clause will be based on Gross Salary
- You need to serve **30** days of notice period without fail, or else the management of IntelliPaat can hold your salary/ experience letter / relieving letter/ any background verification in the future.
- Minimum working duration must be 9 hours including a one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be **Rs 7,25,000** INR.
- No examination preparatory leaves will be provided during this period
- If the college/university exams are pending then you are allowed to take leaves for exams and for applying for the same you need to get the letter from your TPO with examination dates and get it approved by your manager.
- No leaves would be allowed during 1st month of your employment (allowed only if it is genuine). If you are takingleaves we would be requiring supporting and admissible documents for the same
- Failing to do the same organization can be liable to take action against your employment

Again, congratulations and we look forward to working with you.

Yours truly,

For IntelliPaat Software Solutions Private Limited



Bhargavi Narayan A S
Associate Vice President- Human Resources

Thanu Sri B

[Signature]
Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7

IntelliPaat Software Solutions Pvt. Ltd.

6th Floor, Primeco Towers, Arekere Gate Junction, Bannerghatta Main Road, Bengaluru,
Karnataka-560076

12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

Thrisha Patil
thrishapatil5515@gmail.com
computer science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

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Bommanahalli, Bengaluru - 560 068

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Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-7^A

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We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.

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Raja
Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

V R VISHRUTHI
vrishruthi940@gmail.com
computer science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

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RBM
Principal

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RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

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We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.

K.M.
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

To

Date: 30th December, 2023

Varsha TN

Subject: Internship Offer Letter

Dear Varsha TN

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th February, 2024** for a period of 6 months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days a week.
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- Failing to do the same organization can be liable to take action against your employment

Again, congratulations and we look forward to working with you.

Yours truly,

For IntelliPaat Software Solutions Private Limited



Bhargavi Narayan A S

Associate Vice President- Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

6th Floor, Primeco Towers, Arekere Gate Junction, Bannerghatta Main Road, Bengaluru,
Karnataka-560076

RJA
Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Samahalli Cross, Bengaluru-74

12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

Varshini Y C
varshiniyc28@gmail.com
computer science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

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Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

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We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.

Principal

RAJARAJESWARI

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road,
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Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

74

To

Date: 30th December, 2023

Vishrutha K S

Subject: Internship Offer Letter

Dear Vishrutha K S

In reference to your application, we would like to congratulate you on being selected for an internship with the IntelliPaat Software Solutions Pvt. Ltd. Your work is scheduled to start on **12th February, 2024** for a period of **6** months. During this period, you will get paid **Rs. 22,000/month** (Rupees Twenty-Two Thousand Only) and you will be working as a **'Business Development Trainee'**. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

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Again, congratulations and we look forward to working with you.

Yours truly,


For IntelliPaat Software Solutions Private Limited



Bhargavi Narayan A S
Associate Vice President- Human Resources

IntelliPaat Software Solutions Pvt. Ltd.

6th Floor, Primeco Towers, Arekere Gate Junction, Bannerghatta Main Road, Bengaluru,
Karnataka-560076


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

Vishrutha K S
vishruthaks21@gmail.com
computer science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

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- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude, web technologies, and database MySQL/sql server.
- ✓ Assignments –coding & aptitude

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Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

[Signature]
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
- ✓ Mock HR interviews
 - We will schedule interviews with our esteemed clients with a packages starting from 3 LPA to 8 LPA.
 - Course Completion Certificate will be provided after the successful completion of the Technology training
 - If student do not **maintain 80% attendance** for classroom and Lab Sessions, then he/she will be dropped from the program and will not be eligible for free training and placements.
 - If student does not attend scheduled interviews by Palle Technologies, then student will be blocked from applying for openings for one month.
 - Student must clear mock interview to apply for our client companies.
 - The Validity of the CSR Free training and free Placement Program will be for **9 Months from 1st June 2024.**

Mandatory Requirements while joining:

- ✓ Student has to bring a photocopy of his or her X, XII mark sheets
- ✓ Student has to bring a photocopy of Engineering all semester mark sheets up to 6th semester
- ✓ Student has to bring photocopy of Aadhaar card
- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.


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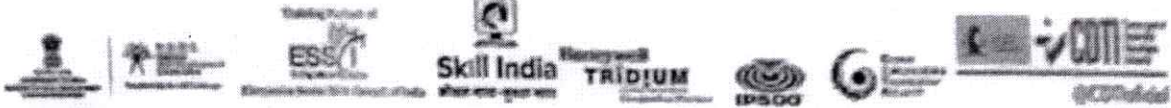
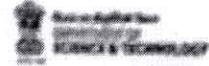
76



TECHNOLOGICS.
"Smart Technology | Sustainable Energy"

WITH PRINCIPAL INTEREST
ON THE SUSTAINABILITY FRONT

TECHNOLOGICS Technologies Global Private Limited.



03-11-2023

Yashaswini B L

Rajarajeswari College of Engineering,
Karnataka.

Dear Yashaswini B L,

We would like to congratulate you on being selected for finishing school as a **Trainee Application Engineer** with Technologies Global Pvt. Ltd. The **Pre-Onboarding** Training will start during off time of academics schedule (Evenings/Weekends/Semester Breaks) for the period of 350 to 400 hours based on availability of candidates.

On the performance & Readiness of candidates the actual on boarding will be done to our clients after the final assessment conducted on **beginning or mid of final semester**.

This program will also be considered as **Industrial level of Internship**. For the same a Internship certificate will be issued from our R&D Department.

The whole team of Technologies Global Pvt. Ltd. is excited about your on-boarding for finishing school programme.

Domain of Technical Competency - **Full Stack JAVA Software Programming**.

Duration of the programme approximately will be **350 Hours**.

As discussed during the selection process, this is an **unpaid Finishing School Industrial level of Training & Hiring** Programme during which you will be expected to:

1. Increase the technical knowledge and real time industrial exposure.
2. Maximize employability skill.
3. To cover the gap between conventional education and Industrial application.
4. The objective of Pre-On boarding training program is to make the candidates ready to map to our clients projects requirements. So, In order to meet the desired end result - following terms & Condition to be met

Terms and conditions:

1. Trainee will maintain a regular Training schedule and attendance determined by the supervisor.

TECHNOLOGICS GLOBAL PVT LTD. 2nd, 3rd & 4th Floor, Raghavendra Complex, 417/418, 10th Main Rd, Geetha Colony, 4th Block - Jayanagar, Bengaluru - 560041
Ph: +91 8151888188 . www.technologies.in, www.startautomation.in, www.venture-controls.com

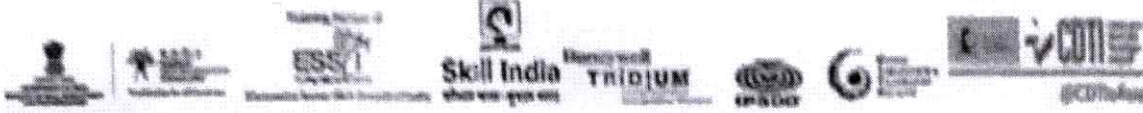
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Ramohalli Cross, Bengaluru-74



TECHNOLOGICS
Global Technology | Innovation | Integrity

WITH STRONG BELIEF IN THE
POWER OF EDUCATION

TECHNOLOGICS Technologies Global Private Limited.



2. Trainee will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
3. Trainee will obey the policies, rules and regulations of the company site and comply with the company's business practices and procedures.
4. Trainee will furnish his/her supervisor with all necessary information pertaining to his/her unpaid Training, including related assignments and reports.
5. Under no circumstances will Trainee leave the Training without first conferring with Trainee's supervisor.
6. Candidates to have no active back logs by end of academic year during final assessment
7. Mode of training – By considering candidates comfort and safety the entire training session has been planned to make it "Live & Interactive with TECHNOLOGICS R&D team" unless required to be in lab for any reason
8. In Case of requirement of hardware to be incorporated with training to make the training effective – Those simple & low cost hardware to be arranged by candidates.
9. Company may at any time terminate the Trainee on breaking the cardinal rules (like involvement of any sexual harassment or any activity which hamper the wellbeing of organisation social atmosphere) without notice or cause.
10. Your Training will include learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge.
11. Just qualifying to be part of Training program will not guarantee the employment unless the participants clear the post assessment based on industry specific requirements & following mandatory performance parameters
 - a. Training attendance : 100%
 - b. Assignment rating: 80%+ (A+). If not candidates need to re-attempt and submit.
 - c. Soft skill attendance: 100% and Soft-skill assessment rating 80% +
 - d. Candidates should be flexible with technical and other personnel of TECHNOLOGICS in guiding principles of quality improvement with proactive feedback and support.
 - e. Good code of conduct.
12. Based on the post assessment result Technologies Global will either hire for Internal Payroll requirement or for our client companies.

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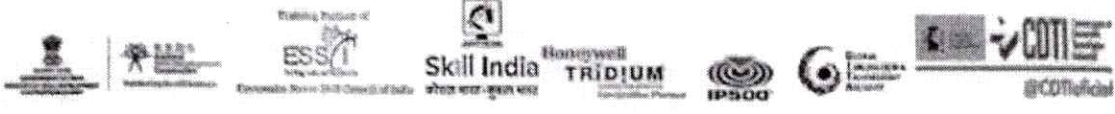
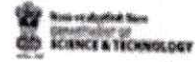
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TECHNOLOGICS.
"Devoted Technology | Teamless Integrity"

UPTN 75A421 21150421
ON No. U74909KA2008PTC0292654

TECHNOLOGICS Technologies Global Private Limited.



13. CTC: On successfully clearing interview at client location candidates would be eligible for a salary range of 4 LPA or Above.

Congratulations and we look forward you to take this opportunity as turning point of your career.
Please review, sign and mail to confirm acceptance.

Trainee Yashavini B.L For Company _____
Date 8/11/2023 Title _____

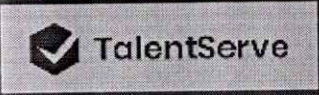


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Ramohalli Cross, Bengaluru-74

77



OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614116
21 May, 2024

Full Name - Yashaswini B L
Phone Number - 9606638295
Email Id - yashaswinibl5@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Yashaswini B L,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Graduate Engineer Trainee on following terms & conditions as per Annexure a & b

Offer Details:

- Designation: Graduate Engineer Trainee
- Department: Full Stack Engineer
- Sub Department: Full Stack Engineer
- Role Location / Work Location: Remote for 6 Months
- Employment Type: Final Placement 24(Internship + PPO)
- Total CTC per Annum: 6.0 Lacs (Fixed +Variable)
- BreakUp CTC: Fixed: - 400000 INR Variable: - 200000 INR

By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning internship experience with TalentServe.

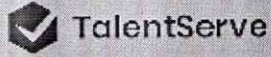
Congratulations and Welcome to the Team!

Samiksha

Samiksha
HRD Department
For TalentServe

PTA
Principal

**RAJARAJESHWARI
COLLEGE OF ENGINEERING**
Ramohalli Cross, Bengaluru-7



Confirmation and Acceptance

I, "-----", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - Yashaswini B L

Date - 21 May, 2024

Place -

RJA
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

Zeba Anjum
zebaanjum84916@gmail.com
computer science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline.

The online training will be started from the January 22nd 2024 and the Offline Training will be conducted after 8th Semester Examinations at Palle Technologies Development Center at HSR Layout Bangalore.

Online Training Schedules will be at 6 pm from Monday to Friday,
The Starting Date for online training will be January 22nd 2024

Offline training will start from June 3rd 2024

The duration of the offline Technology Training Program will be 3.5 months to 4 months, with Training and Lab Sessions conducted 4 to 5 hours per day from Monday to Saturday.
Students will be evaluated on regular basis for Concepts and Coding skills and guidance will be provided on how to prepare for Interviews.

Features of Offline Technology Training

- ✓ Student can choose any one of the below given technologies
 - Java full stack
 - Python full tack
 - Automation Testing with Python or Java, based on student's choice.
- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude, web technologies, and database MySQL/sql server.
- ✓ Assignments –coding & aptitude

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RJA
Principal
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COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
- ✓ Mock HR interviews
 - We will schedule interviews with our esteemed clients with a packages starting from 3 LPA to 8 LPA.
 - Course Completion Certificate will be provided after the successful completion of the Technology training
 - If student do not **maintain 80% attendance** for classroom and Lab Sessions, then he/she will be dropped from the program and will not be eligible for free training and placements.
 - If student does not attend scheduled interviews by Palle Technologies, then student will be blocked from applying for openings for one month.
 - Student must clear mock interview to apply for our client companies.
 - The Validity of the CSR Free training and free Placement Program will be for **9 Months from 1st June 2024.**

Mandatory Requirements while joining:

- ✓ Student has to bring a photocopy of his or her X, XII mark sheets
- ✓ Student has to bring a photocopy of Engineering all semester mark sheets up to 6th semester
- ✓ Student has to bring photocopy of Aadhaar card
- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.


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99



30 August 2024

C10275868

Prajwala Uday Nadakarni

#122,3rd cross ,1st main, near shankara music school, Gowdanapalya Bengaluru

Dear Pravalika N

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

ManagementLevel - 122

JobTitle - ~~Package App Development Associate~~ **Software Engineering**

JobFamilyGroup - Software Engineering

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

1

Candidate's Signature:{{Sig_es_:_signer1:signature}}

D. Kirubha
Dr. D. KIRUBHA
 Head of the Department,
 Computer Science and Engineering,
 Rajarajeswari College of Engineering,
 Bangalore - 560 074.

KVA
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
 Ramohalli Cross, Bengaluru-74

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.

Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.


Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. 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 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.


By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR10,000/-, INR 10,000/

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

2


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RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Candidate's Signature:{{Sig_es_1:signature1:signature}}


Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.

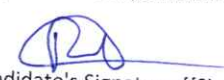
ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENT	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 383,000/-
(B) Variable Bonus earning potential (at maximum 8.5%)	INR 32,555/-
Annual Total earning potential (A+B)	INR 415,555/-
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,700/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 435,655/-
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]
*Total Cash Compensation Elements	


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Annual Fixed Compensation**

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.


 Candidate's Signature:{{Sig_es_:_signer1:signature}}


Dr. D. KIRUBHA
 Head of the Department,
 Computer Science and Engineering,
 Rajarajeswari College of Engineering,
 Bangalore - 560 074.



Georgia IT Solutions

Provisional Offer Letter

Dear shubam Sambyal,

We are excited to extend a provisional offer of employment for the position of Software Engineer at Georgia IT Solutions LLC. Your qualifications, skills, and experience have impressed us, and we believe that you will be a valuable addition to our team.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Software Engineer in BA3. You will be a part of the application development and maintenance projects across any of our businesses or business partners.

Your gross salary including all benefits will be `5,56,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance.

Kindly confirm your acceptance of this offer online by replying to the email 'Accept Offer letter'. If not accepted within 2 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date. The Joining letter will be issued to you only upon successful completion of your academic course and meeting the eligibility criteria. 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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Samohalli Cross, Bengaluru

COMPENSATION AND BENEFITS BASIC SALARY

You will be eligible for a basic salary of `32,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis. The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join

Taxation will be governed by the Income Tax rules. We will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be `7,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.


2. Leave Travel Allowance

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

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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Ramohalli Cross, Bengaluru-74

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.

CITY ALLOWANCE

You will be eligible for a City Allowance of `1000/- per month. This is specific to India. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

We bring 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 the company, 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.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mothers, may avail maternity leave for twelve weeks.

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 we will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

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

TERMS AND CONDITIONS

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.

Compensation Structure / Salary components

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

Increments and Promotions

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

Alternative Occupation / Employment

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




Principal

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COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7

Confidentiality Agreement

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

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to Security Policies/Protocols and Confidentiality obligations at all times.

Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the 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,

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.

Retirement

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



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Background Check

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

Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the portal as soon as you receive your license key (subject to availability of the documents).

Letter of Appointment

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

Rules and Regulations of the Company


Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures 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.

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 complete one or more requirements would entitle us to withdraw this offer letter anytime at our sole discretion.

Withdrawal of Offer

If you fail to accept the offer within 2 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. We look forward to having you in our global team.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-7th

Position: Software Engineer
Start Date: To be announced
Employment Type: Full-time
Department: Software Development Team
Location: Remote
Compensation and Benefits:
Salary: INR 6,00,000
Benefits: Health Insurance, Retirement Plan, Vacation Days

Responsibilities:

As a Software Engineer at Georgia IT Solutions LLC, you will be responsible for:

- Developing and maintaining software applications in accordance with project requirements.
- Collaborating with cross-functional teams to design, implement, and test software solutions.
- Writing clean and efficient code, conducting code reviews, and ensuring adherence to coding standards.
- Troubleshooting and debugging software issues, and proposing innovative solutions.
- Keeping up-to-date with industry trends and technologies to continuously improve software development practices.

Requirements:

To succeed in this role, we expect you to possess the following qualifications:

- Bachelor's or Master's degree in Computer Science, Software Engineering, or a related field.
- Strong programming skills in Programming Languages.
- Experience with relevant technologies, tools, or methodologies.
- Excellent problem-solving abilities and attention to detail.
- Effective communication and teamwork skills.

We kindly request that you carefully review the offer letter and provide your acceptance or any feedback within 2 days from the receipt of this email. To confirm your acceptance, kindly reply to this email with " I Accept".



Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Banashankari Cross, Bengaluru-7A

Please note that this provisional offer is subject to successful completion of pre-employment background checks, reference checks, and any other requirements as determined by the company. So, you are requested to kindly complete your document verification process and fill the WFH survey ASAP.

If you have any questions or require further clarification, please do not hesitate to contact our HR department at alex.hr@georgiaitsolutions.com. We are here to assist you throughout the process and address any queries you may have. We are thrilled about the possibility of having you join our team. We believe that your skills and expertise will contribute to our ongoing success. We look forward to working together and achieving great things.

Congratulations once again on your provisional offer of employment!

Best regards,

Alexander Matthews
Head of Talent Acquisition
Georgia IT Solutions LLC
Alex.hr@georgiaitsolutions.com



Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



HRD/NOBA/1008008758/24-25

Ms. Bhoomika H KNo. 2-393,
Kr
Palli,Chittoor-
517001India

Ph: +91-8569234755

Dear Bhoomika H

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.

Sincerely,

Sushanth Tharappan
EVP and Head Human Resources - Infosys Limited


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Signature Not Verified

Digitally signed by
SUSHANTH MICHAEL THARA
PPAN
Date: 2024.10.25 16:36:26 IST
Reason: Digitally
Signed Location: Bangalore


Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.

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

Therefore, you would need to undergo the training program at the Company. The training program may consist of classroom and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Probation and Confirmation

You will be on probation for a period of six months from the date of joining us. On successful completion of your probation, you will be confirmed as a permanent employee of Infosys Limited. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet at Annexure-III.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for **15** working days of leave annually, during probation. On confirmation, 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 financial year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of four units/departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Compensation and Benefits

Salary

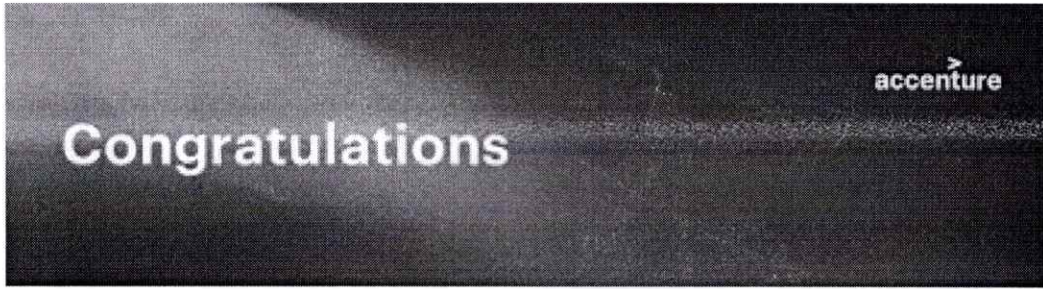
Your Fixed Gross Salary will be **INR 67,293** per month and Total Gross Salary inclusive of Performance Bonus (at an indicative payment of 100%) will be **INR 79,168** per month. The break-up of your salary has been provided in the Compensation Details sheet at Annexure-I

Performance Bonus

You will be eligible to participate in the Company's discretionary Bonus Plan. Your maximum Performance Bonus (at a payment of 100%) is **INR 11,875** per month. This payment of your Bonus can vary from 0% to 100% depending on individual, group and Company performance.



Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-77



30 August 2024

Dear Brinda M,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 12

Job Title -

Packaged App Development Associate Job

Family Group - Software Engineering

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-77

1

Candidate's Signature:{{Sig_es_signer1:signature}}

- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-74

completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.


Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

3

Candidate's Signature:{{Sig_es_esigner1:signature}}


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-70


Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. 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 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000/-.

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

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


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-77

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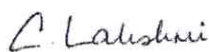
Candidate's Signature:{{Sig_es_:signer1:signature}}

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


If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Brinda M, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Mr Mohamed S Althaf at campus.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,



Lakshmi C
Managing Director and Lead, Human Resources, Accenture in India



Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Durgaluru-77


ANNEXURE 1: COMPENSATION & BENEFITS

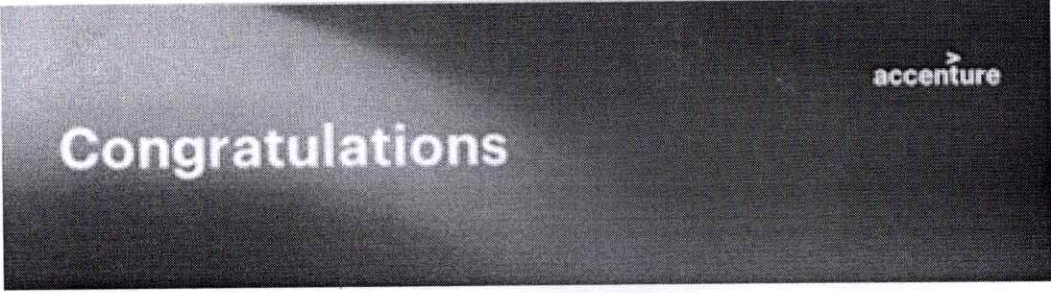
TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 383,000/-
(B) Variable Bonus earning potential (at maximum 8.5%)	INR 32,555/-
Annual Total earning potential (A+B)	INR 415,555/-
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,700/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 435,655/-
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

8

Candidate's Signature:{{Sig_es_ :signer1:signature}}


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74


Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeshwari College of Engineering,
Bangalore - 560 074.



30 August 2024

C10275868

#122,3rd cross ,1st main, near shankara music school, Gowdanapalya Bengaluru

Dear chethan G,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level-12
Job Title-Packaged App Development Associate Job
Family Group - Software Engineering

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Annexure 3 for Remote working condition-Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

1

Candidate's Signature: {{Signature}} 

Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.

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

3. Life Insurance coverage equivalent to two times of your annual fixed compensation with minimum cover of INR 7,50,000/-

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

4. # (C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, its amendment or prevailing legislation at that point of time and subject to eligibility and Company procedure and process at the time of your exit from the Company.

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

(D) Reimbursements would be approved as per the policies' terms & conditions. There reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

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

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

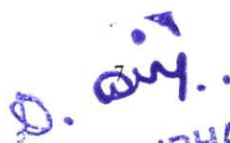
6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person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

JOINING BONUS

You would receive a discretionary joining bonus of INR 25,000/- in addition to the Annual Fixed Pay, subject to your joining the Company on or before the date of joining confirmed to you by the recruiter. The joining bonus is a one-time payment that will be paid with the first month's salary. In the unlikely event of you choosing to leave the Company, or your services being terminated, before the completion of 12 months of employment with the Company, the full amount of joining bonus (irrespective of any taxes deducted at source) shall become payable by you and shall be repaid on termination of your employment/separation from the Company.


To be able to receive any joining bonus amount, you shall need to be on the payroll of the Company and in good standing (i.e., not serving a notice, not under a disciplinary proceeding or being reviewed for performance improvement)

You authorize the Company to set off the recoverable joining bonus amount either in full or part and as mentioned in clause above due from you, against any amounts, salaries, allowance, or any other pecuniary benefit which is due and payable to you by the Company. However, if the Joining Bonus amount to be recovered exceeds the amount due and payable by the Company to you at the time of your exit, you agree to pay the remaining balance of the Joining Bonus amount (or the full joining bonus amount, as the case may be) within the notified timelines provided by the Company. In the event, you fail to repay the balance or full amount of the Joining Bonus, as the case may be, pursuant to the time frame set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorney's fees and court costs. The Company may in justifiable circumstances of medical illness, demise or any other reasonable conditions; and on its discretion waive a recovery.



Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074,

Candidate's Signature: {{Sig_es_signer1:signature}}


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-74

If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

Important to note:

Your joining and employment with the Company will be subject to submission of all the above along with the mandatory documents listed in Annexure 2.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timeliness specified/communicated by the Company from time to time. You may be required to submit additional documents which include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non-furnishing of mandatory document/s within the specified time shall result in revocation of this Offer/termination of employment.

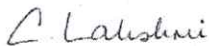
This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferral you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date. The start of employment with the Company will be the date on which you have joined the company i.e. onboarding date.

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


If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Prajwala, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Mr. Mohamed S Althaf at campus_queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,



Lakshmi C
Managing Director and Lead, Human Resources, Accenture in India



Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.



Candidate's Signature: {{Sig_es_signer1:signature}}

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
TotalCashCompensation:	
	Annual(INR)
(A)AnnualFixedCompensation*	INR 383,000/-
(B)VariableBonusearningpotential(at maximum 8.5%)	INR 32,555/-
AnnualTotalearningpotential(A+B)	INR 415,555/-
(C)#AdditionalNotionalBenefits	
Gratuityforeachyearofservice(indicativeandassumed valuecalculatedatanapproximationof 4.81% of annual basic)	INR 6,400/-
NotionalInsurancePremiumpaidbyCompany	INR 13,700/-
Annual Total Earning Potential + AdditionalNotional Benefits (A+B+C)	INR 435,655/-
(D)#AdditionalDiscretionaryReimbursements	
AnnualInternetreimbursement	INR 12,000/- (cappedat INR 1,000/- permonth)
(E)OptionalopportunitytoparticipateintheEmployee Share Purchase Plan	
Employee Share Purchase plan – to purchaseAccenture plc Class A ordinary shares at 15%discount on the fair market value	INR 5,700/- [discount opportunity with an optionalinvestment of 10% of gross pay and no change in shareprice]

***Total Cash Compensation Elements**

AnnualFixedCompensation**

*Annual Fixed Compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. It includes employer's contribution to Provident Fund, as applicable. Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll IFAQs which elaborate the guidelines applicable to structure your Fixed Compensation.

Your Annual Fixed Compensation will be structured in line with the Company policy. There are various components within in Fixed Compensation (key components - Basic pay, House Rental Allowance, Provident Fund). Please refer to 'Compensation Plan Guidelines' document and Allsec Payroll FAQs which elaborates the guidelines applicable to structure your Fixed Compensation.

**AnnualFixedCompensationincludesemployer'scontributiontoProvidentFund,asapplicable

Note: For International Worker Only*

D. Kirubha
Dr. D. KIRUBHA
 Head of the Department,
 Computer Science and Engineering,
 Rajarajeswari College of Engineering,
 Bangalore - 560 074.

Candidate's Signature: {{Sig_es_ :signer1:signature}}

Raj
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
 Ramohalli Cross, Bengaluru-74

October 25, 2024

82

HRD/NOBA/1008008758/24-25

Ms. Deepika
Kr
Palli, Chittoor-
517001 India

No. 2-393,

Ph: +91-7669203755

Dear Deepika 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.

Sincerely,

Sushanth Tharappan
EVP and Head Human Resources - Infosys Limited


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Signature Not Verified

Digitally signed by
SUSHANTHMICHAELTHARA
PPAN
Date: 2024.10.25 16:36:26 IST
Reason: Digitally
Signed Location: Bangalore


Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.

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

October 25, 2024

HRD/1008008758/24-25

Ms. Deepika No. 2-393,
Kr
Palli, Chittoor-
517001 India

Ph: +91-7669203755

Dear Deepika

Congratulations! Infosys Limited ("Company" or "Infosys") is delighted to make you an offer as **Specialist Programmer** and your role is **Specialist Programmer**. Here are the

terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 09, 2024**.

Location

Your location for employment is **MYSORE, India**.

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

You recognize and accept that at the time of appointment as Specialist Programmer, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Specialist Programmer who is commercially viable to the Company.

You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74


Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering
Rajarajeswari College of Engineering,
Bangalore - 560 074.

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

ANNEXURE - I

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Deepika
ROLE	Specialist Programmer
ROLE DESIGNATION	Specialist Programmer
1. MONTHLY COMPONENTS	
BASIC SALARY	33,650
BASKET OF ALLOWANCES	21,256
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on amonthly basis)	6,393
MONTHLY GROSS SALARY	61,299

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)	337

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	4,038
GRATUITY - 4.81% of Basic Salary*	1,619
FIXED GROSS SALARY (1+2+3)	67,293

4. PERFORMANCE BONUS	At an indicative Payout of 50%	At indicative Payout of 100%
PERFORMANCE BONUS	5,937	11,875
TOTAL GROSS SALARY (Inclusive of Performance Bonus)	73,230	79,168

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	Fifty Thousand (without tsecurity)	@7%	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 / loanallowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loanallowance 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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COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-77


Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering
Rajarajeswari College of Engineering,
Bangalore - 560 074

This communication is confidential between you and Infosys Limited

ANNEXURE - II

NON COMPETE AGREEMENT

I, _____ do hereby acknowledge and confirm the following:-

- (1) I am accepting employment with Infosys Limited ("Infosys"). Now, as per the presents below, I agree to the following terms herein, and acknowledge that this is a material condition of my employment with Infosys Limited.
- (2) I am required, on behalf of Infosys, to provide services to, or solicit business from, various clients of Infosys for whom I performed services as a Company employee (each such client hereinafter referred to as a "Customer").
- (3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys for any reason, I will not:
 - a. accept any offer of employment from any Customer, where I had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my employment with Infosys;
 - b. accept any offer of employment from a Named Competitor of Infosys, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys.

For the purpose of this Non-Compete Agreement,
"Named Competitor" shall mean the following entities and their wholly owned subsidiaries:-

- i. Tata Consultancy Services Limited
- ii. Accenture Limited
- iii. International Business Machines Corporation
- iv. Cognizant Technology Solutions Corporation
- v. Wipro Limited


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-74

Place: _____ Employee Signature: _____
Date: _____ Employee Name : Ms. Deepika

D. Kirubha

Acknowledged by Infosys Limited:

Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering
Rajarajeswari College of Engineering
Bangalore - 560 074.

83



Date:27-Sep-2024

Name:DhanuShree S
MobileNumber:+916376312456
E-mail:
samarthkharvi07@gmail.com
Address:Bangalore

Dear **Samarth**,

We are pleased to offer you the position of '**Software Developer**' at '**Mobisy Technologies Private Limited**' at **Bengaluru**.

Your appointment will be effective on your joining date i.e. **01-Oct-2024**.

On your joining date, please bring photocopies of the following documents:

- Educational certificates
- Letter of appointment and relieving letter from most recent employer
- Proof of identity. Bring one of the following documents: passport, driver's license, voter's identification card
- Aadhaar Card copy
- PAN card

The other terms and conditions of the offer are as follows:

1. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).
2. Your designation may be changed at the discretion of the Company depending on the work assigned to you.
3. You may be required to travel for Company work and you will be reimbursed expenses as per Company policy.
4. You may terminate your service at any time by giving 90 days' notice.
5. The Company may terminate your service at any time by giving 30 days' notice or fixed salary in lieu thereof.
6. You will retire from the services of the Company on attaining the age of superannuation [58 years].
7. Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as laptops, phones, documents, data, book set c. (including but not limited to leased properties).
8. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

Mobisy Technologies Private Limited -
Registered office: Sri Arunachaleshwara Building, Sy No 75/1, Bellandur Main Road, Bellandur, Bangalore-
560103, Karnataka
IN- U72900KA2008PTC045157; Email:

Principal
RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bengaluru-70

Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering
Rajarajeswari College of Engineering
Bangalore - 560 074.



9. Your individual remuneration as detailed on Page 3 should be treated as personal and confidential and discussed with your manager or senior management only.
10. The benefits as outlined herein and in Company policies are subject to change at the Company's discretion. You will be entitled to leave in accordance with the Company's policy as applicable from time to time.
11. It is your responsibility to notify the Company of any changes in your personal information.
12. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.
13. Information pertaining to Mobisy operations and intellectual property is confidential and you will sign a nondisclosure agreement. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
14. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
15. You will be on probation until your successful completion of the probationary period is confirmed in writing. The probation period is 3 months and may be extended at your manager's discretion. At any time during this period, either you or the Company may terminate your service by giving 1 week's notice or fixed salary in lieu thereof.
16. You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

We look forward to a long and mutually beneficial association with you. A warm welcome to you.

Sincerely,

Shalaka

Shalaka Kothawle
Head - HR
Mobisy Technologies Private Limited

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS:

I agree that I have read, understand, and accept employment with Mobisy under the terms and conditions stated above.

Signature: *[Signature]*
Date: 27/09/2024

Dr. D. Arubha
Head of the Department,
Computer Science and Engineering
Rajarajeswari College of Engineering,
Bangalore - 560 074.


Mobisy Technologies Private Limited -
Registered office: Sri Arunachaleshwara Building, Sy No 75/1, Bellandur Main Road, Bellandur, Bangalore -
560 103, Karnataka
CIN- U72900KA2008PTC045157; Email: _____

[Signature]
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING



MOBISYCONFIDENTIAL

Particulars	Monthly	Annual
BasicPay	37,500	4,50,000
HRA	23,400	2,80,800
LTA	7,500	90,000
CommunicationReimb	3,000	36,000
TransportReimb	1,800	21,600
VariablePay	0	0
Gross	73,200	8,78,400
PF-EmployerContribution	1,800	21,600
ESI-EmployerContribution	0	0
CTC	75,000	9,00,000


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-76


Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.

MobisyTechnologiesPrivateLimited-
Registeredoffice:SriArunachaleshwaraBuilding,SyNo75/1,BellandurMainRoad,Bellandur,Bangalore-
560103,Karnataka
CIN- U72900KA2008PTC045157; Email:

84



Date: 27-Sep-2024

Name:Kavya B
Mobile Number:91+7634673466
E-mail: kavya022@gmail.com
Address: Bangalore

Dear Kavya B,

We are pleased to offer you the position of 'Software Developer' at 'Mobisy Technologies Private Limited' at Bengaluru.

Your appointment will be effective on your joining date i.e. 01-Oct-2024.

On your joining date, please bring photocopies of the following documents:

- Educational certificates
- Letter of appointment and relieving letter from most recent employer
- Proof of identity. Bring one of the following documents: passport, driver's license, voter's identification card
- Aadhaar Card copy
- PAN card

The other terms and conditions of the offer are as follows:

1. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).
2. Your designation may be changed at the discretion of the Company depending on the work assigned to you.
3. You may be required to travel for Company work and you will be reimbursed expenses as per Company policy.
4. You may terminate your service at any time by giving 90 days' notice.
5. The Company may terminate your service at any time by giving 30 days' notice or fixed salary in lieu thereof.
6. You will retire from the services of the Company on attaining the age of superannuation [58 years].
7. Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as laptops, phones, documents, data, books etc. (including but not limited to leased properties).

Mobisy Private Limited –Registered Office: Sri Arunachaleshwara Building, Sy No 75/1, Bellandur Main Road, Bellandur, Bangalore - 560103, Karnataka
CIN- U72900KA2008PTC045157; Email: info@mobisy.com Private & Confidential

Dr. D. Kirubika

Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.

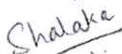
Principal

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Amohalli Cross, Bengaluru-74

8. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
9. Your individual remuneration as detailed on Page 3 should be treated as personal and confidential and discussed with your manager or senior management only.
10. The benefits as outlined herein and in Company policies are subject to change at the Company's discretion. You will be entitled to leave in accordance with the Company's policy as applicable from time to time.
11. It is your responsibility to notify the Company of any changes in your personal information.
12. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.
13. Information pertaining to Mobisy operations and intellectual property is confidential and you will sign a nondisclosure agreement. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
14. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
15. You will be on probation until your successful completion of the probationary period is confirmed in writing. The probation period is 3 months and may be extended at your manager's discretion. At any time during this period, either you or the Company may terminate your service by giving 1 weeks' notice or fixed salary in lieu thereof.
16. You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

We look forward to a long and mutually beneficial association with you. A warm welcome to you.

Sincerely,



ShalakaKothawle

Head - HR

Mobisy Technologies Private Limited

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS:


I agree that I have read, understand, and accept employment with Mobisy under the terms and conditions stated above.

Signature :

Date : 27/09/2024

Mobisy Technologies Private Limited –Registered office: Sri Arunachaleshwara Building, Sy No 75/1, Bellandur
Main Road, Bellandur, Bangalore - 560103, Karnataka


CIN- U72900KA2008PTC045157; Email: info@mobisy.com Private &
Confidential



Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering
Bangalore - 560 074.

MOBISY CONFIDENTIAL

Particulars	Monthly	Annual
Basic Pay	37,500	4,50,000
HRA	23,400	2,80,800
LTA	7,500	90,000
Communication Reimb	3,000	36,000
Transport Reimb	1,800	21,600
Variable Pay	0	0
Gross	73,200	8,78,400
PF - Employer Contribution	1,800	21,600
ESI - Employer Contribution	0	0
CTC	75,000	9,00,000


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
 Ramohalli Cross, Bangalore-77


Dr. D. KIRUBHA
 Head of the Department,
 Computer Science and Engineering,
 Rajarajeswari College of Engineering,
 Bangalore - 560 074.

85



TECHIEHINTS SOFTWARE (OPC) PVT LTD

TECHIEHINTS SOFTWARE (OPC) PVT LTD
#5 3rd Main, 6th Cross, KN Extn, Yeshwanthpur,
Bangalore - 560022
CIN: U62099KA2023OPC170730

Date: 11th October 2024

To,
Kondeti Lakshmi

D/O G.S Harish,
#174-1/B, Haveri,
B.Gowda
Mandya., Karnataka, 571404

Subject: Offer of Employment for the Position of Trainee Developer

Dear Kondeti Lakshmi,

We are pleased to extend this offer to join Techiehints Software PVT LTD as a **Trainee Developer**. We are confident that your skills and enthusiasm will be a valuable addition to our team.

1. Position and Probationary Period

Your employment will commence with a **probationary period of six (6) months**, starting from your date of joining. During this period, you will receive a **stipend** in appreciation for your contributions and dedication during the probationary phase. Your performance will be reviewed throughout this time, and upon successful completion of the probationary period, you may be considered for confirmation of regular employment, subject to performance evaluations.

2. Stipend

During the probationary period, you will be entitled to a **stipend of INR 28,000** (Twenty Eight Thousand Only) per month, payable by the **6th day of the following month**.

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-74

Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.



TECHIEHINTS SOFTWARE (OPC) PVT LTD

3. Working Hours and Location

Your working hours are generally expected to be from **9:00 AM to 6:00 PM**, Tuesday through Saturday, at our office at #5 3rd Main, 6th Cross, KN Extn, Yeshwanthpur, Bangalore - 560022. However, these may vary based on project criticality and deliverables. In such cases, you may be required to adjust your working hours or location to meet project requirements. Any changes will be communicated to you in advance.

4. Terms and Conditions

This offer is contingent upon your acceptance and adherence to the company's policies and procedures, which will be provided to you upon joining. Detailed terms and conditions of your employment will be outlined in the employment agreement, which you will be required to sign on your first day of work.

5. Confidentiality

You are expected to maintain the confidentiality of the company's proprietary information and abide by the non-disclosure agreement (NDA), which will be part of the employment agreement.

Please confirm your acceptance of this offer by signing and returning a copy of this letter by 15th October. We look forward to welcoming you to the team.

Should you have any queries, please contact us at hr@techiehints.com/ +91 99455 78888.

Sincerely,

Sandeep G.
Director

Techiehints Software (OPC) PVT LTD
CIN: U62099KA2023OPC170730

Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Durgaluru-71

Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering
Rajarajeswari College of Engineering,
Bangalore - 560 074.



86

Offer: Computer Consultancy

Ref: TCSL/DT20245272087/Bangalore

Date: 09/09/2024

Ms. Lekhana N G
Nilaya Sampige Street,
Near Darga Road,
Bangalore-572132,
Karnataka.
Tel# 91-7665519167

Dear Lekhana N G, **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** Grade Y. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-76

Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering
Rajarajeswari College of Engineering,
Bangalore - 560 074.

TATA CONSULTANCY SERVICES

VILEHIRE RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

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



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of `14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be `5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

Handwritten signature

Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bangalore-74

Handwritten signature

Dr. D. KIRUBHA

Head of the Department,
Computer Science and Engineering
Rajarajeswari College of Engineering,
Bangalore - 560 074.

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

TCS Confiden

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

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



Withdrawal of Offer

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

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


We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath

Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface



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

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

GROSS SALARY SHEET

Annexure 1

Name	Lekhana N G
Designation	Assistant System Engineer-Trainee
Institute Name	Others

KVA
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
 Ramohalli Cross, Bangalore-74

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752

D. Kirubha

Dr. D. KIRUBHA
 Head of the Department,
 Computer Science and Engineering,
 Rajarajeswari College of Engineering,
 Bangalore - 560 074.

TATA CONSULTANCY SERVICES

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




2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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.

*** For HIS - Note that Rs.7,900 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	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-74


Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

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

October 25, 2024

87

HRD/1008008758/24-25

Mr.Pankaj Sharma

No. 2-393,

Kr Palli,

Chittoor-517001

India

Ph: +91-7264897458

Dear Kavya B

Congratulations! Infosys Limited (" **Company** " or " **Infosys** ") is delighted to make you an offer as **Specialist Programmer** and your role is **Specialist Programmer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 09, 2024**.

Location

Your location for employment is **MYSORE, India** .

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

You recognize and accept that at the time of appointment as Specialist Programmer, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Specialist Programmer who is commercially viable to the Company.

You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Dr. D. KIRUBHA
 Head of the Department,
 Computer Science and Engineering
 Rajarajeswari College of Engineering,
 Bangalore - 560 074.

Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohall Cross, Bengaluru-74

This communication is confidential between you and Infosys Limited.

Therefore, you would need to undergo the training program at the Company. The training program may consist of classroom and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Probation and Confirmation

You will be on probation for a period of six months from the date of joining us. On successful completion of your probation, you will be confirmed as a permanent employee of Infosys Limited. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet at Annexure - III.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for **15** working days of leave annually, during probation. On confirmation, 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 financial year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.


Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you. **Compensation and**

Benefits

Salary

Your Fixed Gross Salary will be **INR 67,293** per month and Total Gross Salary inclusive of Performance Bonus (at an indicative payment of 100%) will be **INR 79,168** per month. The break-up of your salary has been provided in the Compensation Details sheet at Annexure - I


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Ramohalli Cross, Bengaluru-74


Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.

ANNEXURE - I

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr.Pankaj Sharma			
ROLE	Specialist Programmer			
ROLE DESIGNATION	Specialist Programmer			
1. MONTHLY COMPONENTS				
BASIC SALARY				33,650
BASKET OF ALLOWANCES				21,256
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				6,393
MONTHLY GROSS SALARY				61,299
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)				337
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				4,038
GRATUITY - 4.81% of Basic Salary*				1,619
FIXED GROSS SALARY (1+2+3)				67,293
4. PERFORMANCE BONUS	At an indicative Payout of 50%		At indicative Payout of 100%	
PERFORMANCE BONUS	5,937		11,875	
TOTAL GROSS SALARY (Inclusive of Performance Bonus)	73,230		79,168	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	Fifty Thousand (without security)	@7%	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				

D. Kirubha

Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering
Rajarajeswari College of Engineering,
Bangalore - 560 074.

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Amohalli Cross, Bengaluru-77

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ANNEXURE - II

NON COMPETE AGREEMENT

I, _____ do hereby acknowledge and confirm the following:-

- (1) I am accepting employment with Infosys Limited ("Infosys"). Now, as per the presents below, I agree to the following terms herein, and acknowledge that this is a material condition of my employment with Infosys Limited.
- (2) I am required, on behalf of Infosys, to provide services to, or solicit business from, various clients of Infosys for whom I performed services as a Company employee (each such client hereinafter referred to as a "Customer").
- (3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys for any reason, I will not:
 - a. accept any offer of employment from any Customer, where I had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my employment with Infosys;
 - b. accept any offer of employment from a Named Competitor of Infosys, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys.


For the purpose of this Non-Compete Agreement, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:-

- i. Tata Consultancy Services Limited
- ii. Accenture Limited
- iii. International Business Machines Corporation
- iv. Cognizant Technology Solutions Corporation
- v. Wipro Limited

Place: Employee Signature: 

Date: Employee Name : Mr. Pankaj Sharma

Acknowledged by Infosys Limited:


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COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-70


Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering
Rajarajeswari College of Engineering,
Bangalore - 560 074.

88



Date: 27-Sep-2024

Name: Prajwal N B
Mobile Number: 91+7634673409
E-mail: prajwal087@gmail.com
Address: Hasan

Dear Prajwal N B

We are pleased to offer you the position of 'Software Developer' at 'Mobisy Technologies Private Limited' at Bengaluru.

Your appointment will be effective on your joining date i.e. 01-Oct-2024.

On your joining date, please bring photocopies of the following documents:

- Educational certificates
- Letter of appointment and relieving letter from most recent employer
- Proof of identity. Bring one of the following documents: passport, driver's license, voter's identification card
- Aadhaar Card copy
- PAN card

The other terms and conditions of the offer are as follows:

1. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).
2. Your designation may be changed at the discretion of the Company depending on the work assigned to you.
3. You may be required to travel for Company work and you will be reimbursed expenses as per Company policy.
4. You may terminate your service at any time by giving 90 days' notice.
5. The Company may terminate your service at any time by giving 30 days' notice or fixed salary in lieu thereof.
6. You will retire from the services of the Company on attaining the age of superannuation [58 years].
7. Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as laptops, phones, documents, data, books etc. (including but not limited to leased properties).

~~Mobisy Technologies Private Limited - Registered office: Sri Arunachaleshwara Building, Sy No 75/1, Bellandur Main Road, Bellandur, Bangalore - 560103, Karnataka~~

CIN- U72900KA2008PTC045157; Email: info@mobisy.com Private & Confidential

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Ramohalli Cross, Bengaluru-70

D. Kirubha
Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering
Rajarajeswari College of Engineering
Bangalore - 560 074.



8. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
9. Your individual remuneration as detailed on Page 3 should be treated as personal and confidential and discussed with your manager or senior management only.
10. The benefits as outlined herein and in Company policies are subject to change at the Company's discretion. You will be entitled to leave in accordance with the Company's policy as applicable from time to time.
11. It is your responsibility to notify the Company of any changes in your personal information.
12. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.
13. Information pertaining to Mobisy operations and intellectual property is confidential and you will sign a nondisclosure agreement. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
14. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
15. You will be on probation until your successful completion of the probationary period is confirmed in writing. The probation period is 3 months and may be extended at your manager's discretion. At any time during this period, either you or the Company may terminate your service by giving 1 weeks' notice or fixed salary in lieu thereof.
16. You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

We look forward to a long and mutually beneficial association with you. A warm welcome to you.

Sincerely,

Shalaka

ShalakaKothawle

Head - HR

Mobisy Technologies Private Limited

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS:

I agree that I have read, understand, and accept employment with Mobisy under the terms and conditions stated above.

Signature: *[Signature]*

Date : 27/09/2024

[Signature]

Principal

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Ramohalli Cross, Bangalore-74

Mobisy Technologies Private Limited -Registered office: Sri Arunachaleshwara Building, Sy No 75/1, Bellandur

Main Road, Bellandur, Bangalore - 560103, Karnataka

CIN- U72900KA2008PTC045157; Email: info@mobisy.com Private &


Confidential

[Signature]
Dr. D. RIRUBHA

Head of the Department,
Computer Science and Engineering
Rajarajeswari College of Engineering,
Bangalore - 560 074:

MOBISY CONFIDENTIAL

Particulars	Monthly	Annual
Basic Pay	37,500	4,50,000
HRA	23,400	2,80,800
LTA	7,500	90,000
Communication Reimb	3,000	36,000
Transport Reimb	1,800	21,600
Variable Pay	0	0
Gross	73,200	8,78,400
PF - Employer Contribution	1,800	21,600
ESI - Employer Contribution	0	0
CTC	75,000	9,00,000


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Dr. D. KIRUBHA
 Head of the Department,
 Computer Science and Engineering
 Rajarajeswari College of Engineering,
 Bangalore - 560 074.



89

Offer: Computer Consultancy

Ref: TCSL/DT20245272087/Bangalore

Date: 09/09/2024

Mr. PrajwalaUdayNadakarni
Shree AnnapureshwariNilayaSampige Street, 15th Ward,
Near Darga Road,
Bangalore-572132,
Karnataka.
Tel# 91-7673519167

Dear

PrajwalaUdayNadakarni,

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** Grade Y. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

Principal

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COLLEGE OF ENGINEERING

amohalli Cross, Bangalore-7

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TCSL/DT2024

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 In

Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

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

Dr. D. KIRUBHA

Head of the Department,

Computer Science and Engineerin

Rajarajeswari College of Engineerin

Bangalore - 560 074.



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of `14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be `5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

Handwritten signature in green ink

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING

Ramohalli Cross, Bangalore-77

Handwritten signature in blue ink
Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering
Rajarajeswari College of Engineering,
Bangalore - 560 074.

TATA CONSULTANCY SERVICES

WYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India

Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

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TCS Careers Serviceline: 1800 200 3111 Email: careers@tcs.com



Withdrawal of Offer

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

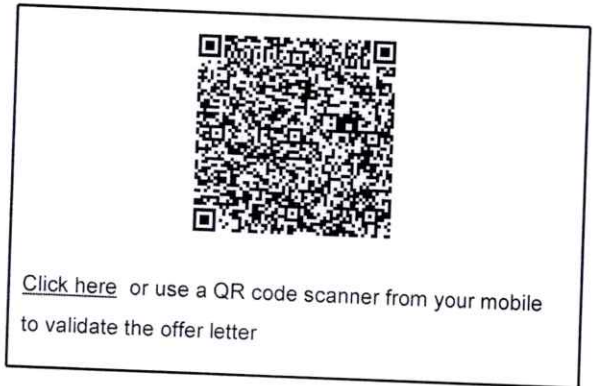
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,


For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface



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


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Dr. D. KIRUBHA
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GROSS SALARY SHEET

Annexure 1

Name	PrajwalaUdayNadakarni
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components &Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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.

*** For HIS - Note that Rs.7,900 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	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752

D. Kirubha

Dr. D. KIRUBHA

Head of the Department,
Computer Science and Engineering
Rajarajeswari College of Engineering,
Bangalore - 560 074.

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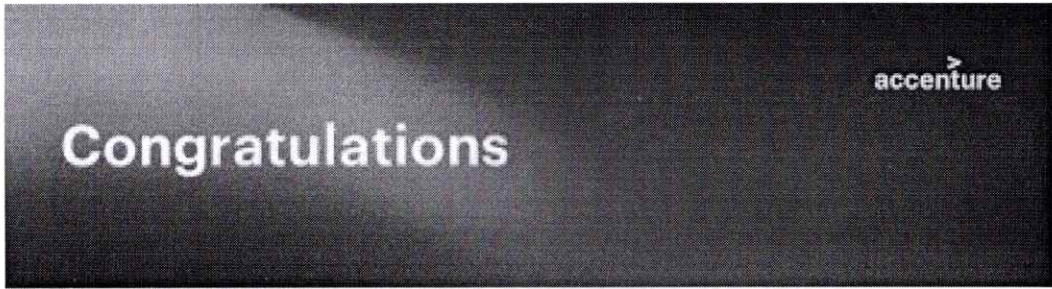
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Tamohalli Cross, Duggaluru-74

TCS Confiden

TCSL/ST0001



30 August 2024

Dear Pravalika N,

We are pleased to extend an Offer to join Accenture Solutions Private Limited in our Advanced Technology Centers, India, as per the terms and conditions of the offer letter and its accompanying annexures:

Management Level - 12

Job Title -

Packaged App Development Associate Job

Family Group - Software Engineering

You will be expected to work from the office location tagged to your project/role/client (referred as your Accenture Base Location). Accenture Base Location will be considered for all administrative & operational/official purposes. Exceptions if any/granted, will be interim / temporary, and will be subject to review with HR/business/client. The Company reserves the right to ask you to come to office locations pursuant to our business needs and client requirements. Working remotely is subject to business requirement and your agreeing to terms of the Remote working conditions listed in the attached Declaration. This offer is contingent to the above-mentioned agreement.

ANNEXURE AND TERMS OF EMPLOYMENT DETAILS

Please refer to:

- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-70

1


Candidate's Signature:{{Sig_es_:signer1:signature}}

- Annexure 3 for Remote working condition - Declaration to be submitted by you.
- Annexure 4 for declaration to be submitted by you.
- Annexure 5 for the Terms of Employment, Compensation Plan and Car Lease Scheme

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

Please note that after joining the Company you may be required to undergo further trainings, assessments and verifications and your employment with the Company shall be subject to successful completion of such trainings, verifications and assessments.

As further detailed in the Terms of Employment, this Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college which shall be completed, without any delay or extension, as well as satisfactory


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COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 2.


Post accepting this Offer, you are required to submit certain prerequisites / documents (Refer Annexure). The Offer will be contingent upon successful verification of your documents against the Employment Application Form submitted by you. Accenture may, at its sole discretion, elect to suspend or revoke your offer immediately in case of failure to submit the documents or any mismatch/misrepresentation in information shared by you.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

3

Candidate's Signature:{{Sig_es_1:signature}}


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COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. 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 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000/-.

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

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


Principal
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Ramohalli Cross, Bengaluru-70

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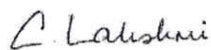
Candidate's Signature:{{Sig_es_:signer1:signature}}

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


If we do not receive your acceptance or if, after receiving your acceptance of this Offer, if you do not join the Company on the mutually agreed date of joining, the terms of this letter and this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. This offer also will be revoked based on the contingencies mentioned in the earlier para of this offer letter.

Pravalika N, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to contact Mr Mohamed S Althaf at campus.queries@accenture.com should you have anything you would like to discuss further.

Yours sincerely,



Lakshmi C
Managing Director and Lead, Human Resources, Accenture in India


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-76

6

Candidate's Signature:{{Sig_es_.signer1:signature}}

ANNEXURE 1: COMPENSATION & BENEFITS

TOTAL CASH COMPENSATION ELEMENTS	
Total Cash Compensation:	
	Annual(INR)
(A) Annual Fixed Compensation*	INR 383,000/-
(B) Variable Bonus earning potential (at maximum 8.5%)	INR 32,555/-
Annual Total earning potential (A+B)	INR 415,555/-
(C)#Additional Notional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 13,700/-
Annual Total Earning Potential + Additional Notional Benefits (A+B+C)	INR 435,655/-
(D)##Additional Discretionary Reimbursements	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
(E) Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15%	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

8

Candidate's Signature:{{Sig_es_ :signer1:signature}}


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-70


Dr. D. KIRUBHA
Head of the Department,
Rajajeswari College of Engineering,
Bengaluru - 560 074.



TECHIEHINTS SOFTWARE (OPC) PVT LTD

TECHIEHINTS SOFTWARE (OPC) PVT LTD
#5 3rd Main, 6th Cross, KN Extn, Yeshwanthpur,
Bangalore - 560022
CIN: U62099KA2023OPC170730

Date: 11th October 2024

To,
QuarathUlaien

D/O Syed Ghouse,
#174-16/A, Bangalore,
B.Gowda
Mandya., Karnataka, 571404

Subject: Offer of Employment for the Position of Trainee Developer

Dear QuarathUlaien,

We are pleased to extend this offer to join Techiehints Software PVT LTD as a **Trainee Developer**. We are confident that your skills and enthusiasm will be a valuable addition to our team.

1. Position and Probationary Period

Your employment will commence with a **probationary period of six (6) months**, starting from your date of joining. During this period, you will receive a **stipend** in appreciation for your contributions and dedication during the probationary phase. Your performance will be reviewed throughout this time, and upon successful completion of the probationary period, you may be considered for confirmation of regular employment, subject to performance evaluations.

2. Stipend

During the probationary period, you will be entitled to a **stipend of INR 28,000** (Twenty Eight Thousand Only) per month, payable by the **6th day of the following month**.

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.



TECHIEHINTS SOFTWARE (OPC) PVT LTD

3. Working Hours and Location

Your working hours are generally expected to be from **9:00 AM to 6:00 PM**, Tuesday through Saturday, at our office at #5 3rd Main, 6th Cross, KN Extn, Yeshwanthpur, Bangalore - 560022. However, these may vary based on project criticality and deliverables. In such cases, you may be required to adjust your working hours or location to meet project requirements. Any changes will be communicated to you in advance.

4. Terms and Conditions

This offer is contingent upon your acceptance and adherence to the company's policies and procedures, which will be provided to you upon joining. Detailed terms and conditions of your employment will be outlined in the employment agreement, which you will be required to sign on your first day of work.

5. Confidentiality

You are expected to maintain the confidentiality of the company's proprietary information and abide by the non-disclosure agreement (NDA), which will be part of the employment agreement.

Please confirm your acceptance of this offer by signing and returning a copy of this letter by 15th October. We look forward to welcoming you to the team.

Should you have any queries, please contact us at hr@techiehints.com/ +91 99455 78888.

Sincerely,

Sandeep G.
Director

Techiehints Software (OPC) PVT LTD
CIN: U62099KA2023OPC170730

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

D. Kirubha
Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.

HRD/1008008758/24-25

Ms. Bhavya D S

No. 2-393,

Kr Palli,

Haveri-517001 India

Ph: +91-7758897858

Dear Bhavya D S

Congratulations! Infosys Limited (" **Company** " or " **Infosys** ") is delighted to make you an offer as **Specialist Programmer** and your role is **Specialist Programmer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 09, 2024**.

Location

Your location for employment is **MYSORE, India** .

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

You recognize and accept that at the time of appointment as Specialist Programmer, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Specialist Programmer who is commercially viable to the Company.

You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bengaluru-74

communication is confidential between you and Infosys Limited

Page 1 of 8

266 / 518

Dr. D. KIRUBHA

Head of the Department,

Computer Science and Engineering

Rajarajeswari College of Engineering -

Bangalore - 560 074.

Therefore, you would need to undergo the training program at the Company. The training program may consist of classroom and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Probation and Confirmation

You will be on probation for a period of six months from the date of joining us. On successful completion of your probation, you will be confirmed as a permanent employee of Infosys Limited. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet at Annexure - III.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for **15** working days of leave annually, during probation. On confirmation, 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 financial year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you. **Compensation and**

Benefits

Salary

Your Fixed Gross Salary will be **INR 67,293** per month and Total Gross Salary inclusive of Performance Bonus (at an indicative payment of 100%) will be **INR 79,168** per month. The break-up of your salary has been provided in the Compensation Details sheet at Annexure - I



Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
 Ramohalli Cross, Bengaluru-70

Performance Bonus

You will be eligible to participate in the Company's discretionary Bonus Plan. Your maximum Performance Bonus (at a payment of 100%) is **INR 11,875** per month. This payment of your Bonus can vary from 0% to 100% depending on individual, group and Company performance.

Guaranteed Performance Bonus

For the first six (6) months of your employment with Infosys, you will be paid **50%** of your on-target Performance Bonus as Guaranteed Bonus. Performance Bonus is inclusive of, and not in addition to Guaranteed Bonus. The Bonus Plan which has been attached provides all the details. The break-up of your compensation has been provided in the Compensation Details sheet at Annexure - I

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 **2024-25** 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.

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 - III 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 500,000** 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 10,200,000** of which **INR 5,200,000** is covered towards natural death, and **INR 5,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 350**.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the

Company may think fit and may be withdrawn at any time at the discretion of the Company

Our offer to you as a **Specialist Programmer** 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 during the selection process. You should also have completed all studies, course requirements and passed the examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all the marks sheets and other relevant documents at the time of joining. 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 Company's intranet. 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.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure II).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This offer shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

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,
Sushanth Tharappan

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____


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-74


Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.


1. MONTHLY COMPONENTS				
BASIC SALARY		33,650		
BASKET OF ALLOWANCES		21,256		
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)		6,393		
MONTHLY GROSS SALARY		61,299		
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)		337		
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary		4,038		
GRATUITY - 4.81% of Basic Salary*		1,619		
FIXED GROSS SALARY (1+2+3)		67,293		
4. PERFORMANCE BONUS	At an indicative Payout of 50%	At indicative Payout of 100%		
PERFORMANCE BONUS	5,937	11,875		
TOTAL GROSS SALARY (Inclusive of Performance Bonus)	73,230	79,168		
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	Fifty Thousand (without security)	@7%	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				

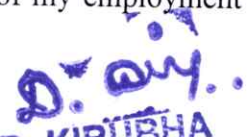
ANNEXURE - II

NON COMPETE AGREEMENT

I, _____ do hereby acknowledge and confirm the following:-

(1) I am accepting employment with Infosys Limited ("Infosys"). Now, as per the presents below, I agree to the following terms herein, and acknowledge that this is a material condition of my employment with Infosys Limited.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74


Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.

(2) I am required, on behalf of Infosys, to provide services to, or solicit business from, various clients of Infosys for whom I performed services as a Company employee (each such client hereinafter referred to as a "Customer").

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys for any reason, I will not:

a. accept any offer of employment from any Customer, where I had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my employment with Infosys;

b. accept any offer of employment from a Named Competitor of Infosys, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys.


For the purpose of this Non-Compete Agreement, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:-

- i. Tata Consultancy Services Limited
- ii. Accenture Limited
- iii. International Business Machines Corporation
- iv. Cognizant Technology Solutions Corporation
- v. Wipro Limited

Place: _____ Employee Signature: _____

Date: _____ Employee Name : Ms.Bhavya D S

Acknowledged by Infosys Limited:


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74


Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.

October 25, 2024

HRD/NOBA/1008008758/24-25

Ms. Brunda Y
No. 2-393,
India

Ph: +91-7485964471

Dear Brunda Y 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.

Sincerely,

Sushanth Tharappan
EVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by SUSHANTH
MICHAEL THARAPPAN
Date: 2024.10.25 16:36:26 IST
Reason: Digitally Signed
Location: Bangalore


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-70

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

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

October 25, 2024

HRD/1008008758/24-25

Ms. Brunda Y No. 2-393,
India

Ph: +91-7485964471

Dear Brunda Y

Congratulations! Infosys Limited (" **Company** " or " **Infosys** ") is delighted to make you an offer as **Specialist Programmer** and your role is **Specialist Programmer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **December 09, 2024**.

Location

Your location for employment is **MYSORE, India** .

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

You recognize and accept that at the time of appointment as Specialist Programmer, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Specialist Programmer who is commercially viable to the Company.

You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.



Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Therefore, you would need to undergo the training program at the Company. The training program may consist of classroom and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Probation and Confirmation

You will be on probation for a period of six months from the date of joining us. On successful completion of your probation, you will be confirmed as a permanent employee of Infosys Limited. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet at Annexure - III.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for **15** working days of leave annually, during probation. On confirmation, 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 financial year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Compensation and Benefits

Salary

Your Fixed Gross Salary will be **INR 67,293** per month and Total Gross Salary inclusive of Performance Bonus (at an indicative payment of 100%) will be **INR 79,168** per month. The break-up of your salary has been provided in the Compensation Details sheet at Annexure - I

Performance Bonus

You will be eligible to participate in the Company's discretionary Bonus Plan. Your maximum Performance Bonus (at a payment of 100%) is **INR 11,875** per month. This payment of your Bonus can vary from 0% to 100% depending on individual, group and Company performance.


Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bengaluru-70

ANNEXURE - I

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Brunda Y			
ROLE	Specialist Programmer			
ROLE DESIGNATION	Specialist Programmer			
1. MONTHLY COMPONENTS				
BASIC SALARY				33,650
BASKET OF ALLOWANCES				21,256
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				6,393
MONTHLY GROSS SALARY				61,299
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)				337
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				4,038
GRATUITY - 4.81% of Basic Salary*				1,619
FIXED GROSS SALARY (1+2+3)				67,293
4. PERFORMANCE BONUS		At an indicative Payout of 50%	At indicative Payout of 100%	
PERFORMANCE BONUS		5,937	11,875	
TOTAL GROSS SALARY (Inclusive of Performance Bonus)		73,230	79,168	
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	Fifty Thousand (without security)	@7%	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				

ANNEXURE - II

NON COMPETE AGREEMENT

I, _____ do hereby acknowledge and confirm the following:-

- (1) I am accepting employment with Infosys Limited ("Infosys"). Now, as per the presents below, I agree to the following terms herein, and acknowledge that this is a material condition of my employment with Infosys Limited.
- (2) I am required, on behalf of Infosys, to provide services to, or solicit business from, various clients of Infosys for whom I performed services as a Company employee (each such client hereinafter referred to as a "Customer").
- (3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Infosys for any reason, I will not:
 - a. accept any offer of employment from any Customer, where I had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my employment with Infosys;
 - b. accept any offer of employment from a Named Competitor of Infosys, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Infosys.

For the purpose of this Non-Compete Agreement, "Named Competitor" shall mean the following entities and their wholly owned subsidiaries:-

- i. Tata Consultancy Services Limited
- ii. Accenture Limited
- iii. International Business Machines Corporation
- iv. Cognizant Technology Solutions Corporation
- v. Wipro Limited

Place: _____ Employee Signature: _____

Date: _____ Employee Name : Ms. Brunda Y

Acknowledged by Infosys Limited:


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-70

94



Date:27-Sep-2024

Name:RifaKhanum
MobileNumber:+917876312456
E-mail:
samarthkharvi07@gmail.com
Address:Bangalore

Dear **Samarth**,

We are pleased to offer you the position of '**Software Developer**' at '**Mobisy Technologies Private Limited**' at **Bengaluru**.

Your appointment will be effective on your joining date i.e. **01-Oct-2024**.

On your joining date, please bring photocopies of the following documents:

- Educational certificates
- Letter of appointment and relieving letter from most recent employer
- Proof of identity. Bring one of the following documents: passport, driver's license, voter's identification card
- Aadhaar Card copy
- PAN card

The other terms and conditions of the offer are as follows:

1. Your appointment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non-compete obligations or other restrictive clauses with any previous employer).
2. Your designation may be changed at the discretion of the Company depending on the work assigned to you.
3. You may be required to travel for Company work and you will be reimbursed expenses as per Company policy.
4. You may terminate your service at any time by giving 90 days' notice.
5. The Company may terminate your service at any time by giving 30 days' notice or fixed salary in lieu thereof.
6. You will retire from the services of the Company on attaining the age of superannuation [58 years].
7. Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as laptops, phones, documents, data, book setc. (including but not limited to leased properties).
8. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

Mobisy Technologies Private Limited -
Registered office: Sri Arunachaleshwara Building, Sy No 75/1, Bellandur Main Road, Bellandur, Bangalore -
560103, Karnataka
CIN- U72900KA2008PTC045157; Email:

Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Rajaballi Cross, Bangalore-74

Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering
Rajarajeswari College of Engineering,
Bangalore - 560 074



9. Your individual remuneration as detailed on Page 3 should be treated as personal and confidential and discussed with your manager or senior management only.
10. The benefits as outlined herein and in Company policies are subject to change at the Company's discretion. You will be entitled to leave in accordance with the Company's policy as applicable from time to time.
11. It is your responsibility to notify the Company of any changes in your personal information.
12. During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other business.
13. Information pertaining to Mobisy operations and intellectual property is confidential and you will sign a non-disclosure agreement. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
14. If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.
15. You will be on probation until your successful completion of the probationary period is confirmed in writing. The probation period is 3 months and may be extended at your manager's discretion. At any time during this period, either you or the Company may terminate your service by giving 1 week's notice or fixed salary in lieu thereof.
16. You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

We look forward to a long and mutually beneficial association with you. A warm welcome to you.

Sincerely,

Shalaka

Shalaka Kothawle
Head - HR
Mobisy Technologies Private Limited

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS:

I agree that I have read, understand, and accept employment with Mobisy under the terms and conditions stated above.

Signature: *[Signature]*
Date: 27/09/2024

D. Kirubha

Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering
Rajarajeswari College of Engineering,
Bangalore - 560 074.

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[Signature]
Principal

RAJARAJESWARI


COLLEGE OF ENGINEERING

Ramohalli Cross, Bangalore-74



MOBISYCONFIDENTIAL

Particulars	Monthly	Annual
BasicPay	37,500	4,50,000
HRA	23,400	2,80,800
LTA	7,500	90,000
CommunicationReimb	3,000	36,000
TransportReimb	1,800	21,600
VariablePay	0	0
Gross	73,200	8,78,400
PF-EmployerContribution	1,800	21,600
ESI-EmployerContribution	0	0
CTC	75,000	9,00,000


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Bangalore - 560 074.

MobisyTechnologiesPrivateLimited-
Registeredoffice:SriArunachaleshwaraBuilding,SyNo75/1,BellandurMainRoad,Bellandur,Bangalore-
560103,Karnataka
CIN- U72900KA2008PTC045157; Email:

95

TECHIEHINTSSOFTWARE(OPC)PVTLTD

TECHIEHINTSSOFTWARE(OPC)PVTLTD
#53rdMain,6thCross,KNExtn,Yeshwanthpur,Ba
ngalore-560022
CIN:U62099KA2023OPC170730

Date:11thOctober2024

To,
Ruchitha S
D/OG.SSathish,
#174-
1/B,Societybeedi,Kasabahobali,B.Gowd
agere,
Bangalore.,Karnataka,571404

Subject:OfferofEmploymentforthePositionofTraineeDeveloper

DearRuchitha S,

We are pleased to extend this offer to join Techiehints Software PVT LTD as a **TraineeDeveloper**.Weareconfidentthatyourskillsandenthusiasmwillbeavaluableadditiontoourteam.

1. PositionandProbationaryPeriod

Your employment will commence with a **probationary period of six (6) months**, starting from your date of joining. During this period, you will receive a **stipend** in appreciation for your contributions and dedication during the probationary phase. Your performance will be reviewed throughout this time, and upon successful completion of the probationary period, you may be considered for confirmation of regular employment, subject to performance evaluations.

2. Stipend

During the probationary period, you will be entitled to a stipend of **INR 28,000** (Twenty Eight Thousand Only) per month, payable by the **6th day of the following month**.



Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bangalore-70

CIN:U62099KA2023OPC170730


Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.



3. WorkingHoursandLocation

Your working hours are generally expected to be from **9:00 AM to 6:00 PM**, Tuesday through Saturday, at our office at #53rd Main, 6th Cross, KNExtn, Yeshwanthpur, Bangalore-560022. However, these may vary based on project criticality and deliverables. In such cases, you may be required to adjust your working hours or location to meet project requirements. Any changes will be communicated to you in advance.

4. TermsandConditions

This offer is contingent upon your acceptance and adherence to the company's policies and procedures, which will be provided to you upon joining. Detailed terms and conditions of your employment will be outlined in the employment agreement, which you will be required to sign on your first day of work.

5. Confidentiality

You are expected to maintain the confidentiality of the company's proprietary information and abide by the non-disclosure agreement (NDA), which will be part of the employment agreement.

Please confirm your acceptance of this offer by signing and returning a copy of this letter by 15th October. We look forward to welcoming you to the team.

Should you have any queries, please contact us at hr@techiehints.com / +919945578888.

Sincerely,

SandeepG.
Director

TechiehintsSoftware(OPC)PVTLTDC
IN:U62099KA2023OPC170730

D. Kirubha
Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering
Rajarajeswari College of Engineering,
Bangalore - 560 074.

CIN:U62099KA2023OPC170730

[Signature]
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-74



TECHIEHINTSSOFTWARE(OPC)PVT LTD

TECHIEHINTSSOFTWARE(OPC)PVT LTD
#53rdMain,6thCross,KNExtn,Yeshwanthpur,Ba
ngalore-560022
CIN:U62099KA2023OPC170730

Date:11thOctober2024

To,
Shaurya K V
D/OG.SSathish,
#174-1/B,Societybeedi,Kasabahobali,,
Bangalore.,Karnataka,571404

Subject:OfferofEmploymentforthePositionofTraineeDeveloper

DearShaurya K V,

We are pleased to extend this offer to join Techiehints Software PVT LTD as a TraineeDeveloper.Weareconfidentthatyourskillsandenthusiasmwillbeavaluableadditiontoourteam.

1. PositionandProbationaryPeriod

Your employment will commence with a **probationary period of six (6) months**, starting from your date of joining. During this period, you will receive a **stipend** in appreciation for your contributions and dedication during the probationary phase. Your performance will be reviewed throughout this time, and upon successful completion of the probationary period, you may be considered for confirmation of regular employment, subject to performance evaluations.

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Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering
Rajarajeswari College of Engineering,
Bangalore - 560 074.



TECHIEHINTSSOFTWARE(OPC)PVT LTD

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Should you have any queries, please contact us at hr@techiehints.com / +919945578888.

Sincerely,

Sandeep G.
Director

Techiehints Software(OPC)PVT LTD
IN:U62099KA2023OPC170730


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-74


Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.

CIN:U62099KA2023OPC170730



97


Offer: Computer Consultancy

Ref:

TCSL/DT20245272087/Bangalore

Date : 09/09/2024

Ms. Vidhya S A
Shree Annapureshwari Nilaya Sampige Street, 15th
Ward, Near Darga Road,
Bangalore-
572132, Karnataka.
Tel# 91-7653519167


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-76

Dear Vidhya S A,

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** Grade Y. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCSXplore/TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing all formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential

TCSL/DT20245272087

TATA CONSULTANCY SERVICES

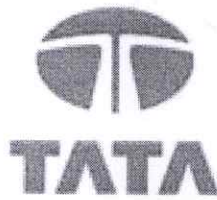
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India

Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

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

TCS Careers Service Line: 1800 209 3331 Email: careers@tcs.com

Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.



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Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of `14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be `5,914/-

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

2. Leave Travel Allowance

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

3. Food Card

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

4. Communication Allowance

You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/- per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.

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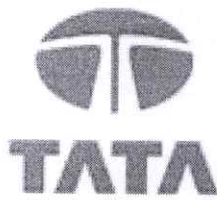
Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering
Rajarajeswari College of Engineering
Bangalore - 560 074.

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TCSL/DT20245272087

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service line: 1800 299 2111 Email: careers@tcs.com



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.

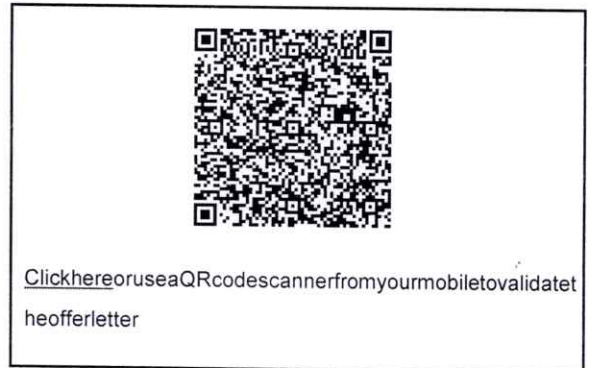
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team Yours Sinc

erely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface



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

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-77

Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.

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GROSS SALARY SHEET

Annexure 1

Name	Vidhya S A
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Performance Bonus*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

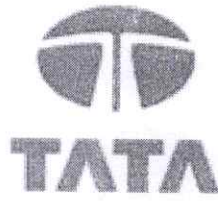
Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSLdefined Structure as given in Table 2 will be applicable.

*** For HIS - Note that Rs.7,900 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	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752

D. Kirubha
Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.



98

Offer: Computer Consultancy

Ref:

TCSL/DT20245272087/Bangalore

Date : 09/09/2024

Yashaswini U.B

Shree Annapureshwari Nilaya Sampige Street,

Bangalore-

572132, Karnata

ka.

Tel# 91-7653519167

Dear Yashaswini U.B,

Sub: Letter of Offer


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-77

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 Grade Y**. You will be assigned a role in any Unit as per business requirements of TCSL.

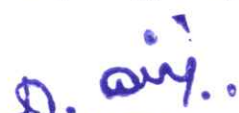
Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out therein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCSXplore/TCS Initial Learning Program (ILP); detailed under Terms & Conditions. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TATA CONSULTANCY SERVICES

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



Withdrawal of Offer

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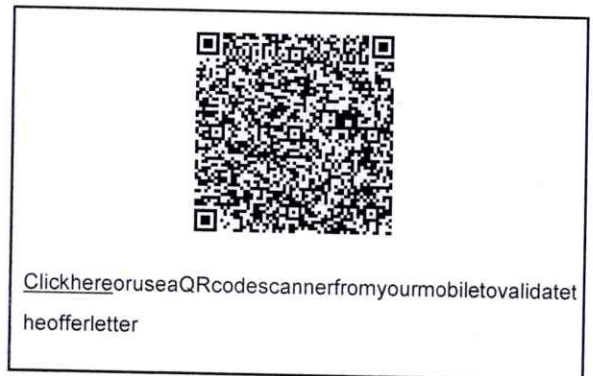
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We look forward to having you in our global team Yours Sinc


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For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head, Talent Acquisition & Academic Interface



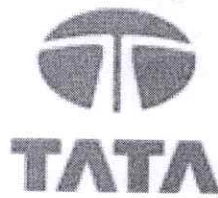
Encl: Annexure 1: Benefits and Gross Salary Annexure 2: List of TCS Xplore Centres Annexure 3: Confidentiality and IP Terms


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D. Kirubha
Dr. D. KIRUBHA
Head of the Department,
Computer Science and Engineering,
Rajarajeswari College of Engineering,
Bangalore - 560 074.



GROSS SALARY SHEET

Annexure 1

Name	Yashaswini U.B
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
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Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
GROSS BOUQUET OF BENEFITS	7,646	91,752

Handwritten signature

Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bangalore-74

TCSConfidential

TCSL/DT20245272087

TATA CONSULTANCY SERVICES

HYDRABAD: BC-1 BLOCK, B2, TPIP Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 2000 Fax: 91 80 2841 0614 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1 800 200 3113 Email: careers@tcs.com

Pruthviraj D M

#69/2, Rajgopala nagar
Near Dugalamma temple
Peenya 2nd stage
Bengaluru north
560058
Email:- pruthvipuni02022002@gmail.com

Subject: Appointment Letter

Dear Mr Pruthviraj D M

We have pleasure in confirming your appointment as **Site Civil Engineer**. Subject to the terms and Conditions of your Contract of Employment as well as the Company's Policies and Procedures.

Place of Employment : Godrej M S Ramaiah Project

Commencement date:14.10.2024

Salary: 20000/- Weekly Payment:1200/-

Your Joining date is confirmed at 14.10.2024 as per the following terms and conditions

- ✦ You agree to submit with us a signed copy of Mark Sheet Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.
- ✦ You will be on Six months probation with the company. The duration of probation can be revised on the discretion of management depending upon your performance. During this period you're not entitled for any paid leaves and if any party wishes to call off this contract then it as to done with a notice period of 20 days
- ✦ Your position whole time employment with the company and you shall yourself exclusively to the business interest's of the company. You will not take up any other work for remuneration(part time or otherwise) or work in an advisory capacity, or be interested directly or in directly (Except as share holder / debenture holder) in any other trade or business during your employment with the company, without permission in writing of the management of the company

Sincerely

For Eagle Green Landscapers Pvt.Ltd

I agree to the appointment and accept the above terms and conditions of service

Employee Name:-

Employee ID:-

Date:-

Signature:-


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74


Professor & HOD
Department of Civil Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
Bengaluru-74

Varsha Keerthi Sindhu C

Chamarajapet, Bangalore-18

Email:- vivag.varsha@gmail.com

Subject: Appointment Letter

Dear Ms Varsha Keerthi Sindhu C

We have pleasure in confirming your appointment as Office Engineer. Subject to the terms and Conditions of your Contract of Employment as well as the Company's Policies and Procedures.

Place of Employment : Office,Nelmangala

Commencement date:14.10.2024

Salary: 25000/-

Your Joining date is confirmed at 14.10.2024 as per the following terms and conditions

- ✦ You agree to submit with us a signed copy of Mark Sheet Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.
- ✦ You will be on Six months probation with the company. The duration of probation can be revised on the discretion of management depending upon your performance. During this period you're not entitled for any paid leaves and if any party wishes to call off this contract then it as to done with a notice period of 20 days
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Sincerely

For Eagle Green Landscapers Pvt.Ltd

I agree to the appointment and accept the above terms and conditions of service

Employee Name:-

Employee ID:-

Date:-

Signature:-


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74


Professor & HOD
Department of Civil Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
Bengaluru-74

K.Amarnath reddy

Bengaluru

560074

Email:- k.amarnath.reddy@gmail.com

Subject: Appointment Letter

Dear Mr Pruthviraj D M

We have pleasure in confirming your appointment as **Site Civil Engineer**. Subject to the terms and Conditions of your Contract of Employment as well as the Company's Policies and Procedures.

Place of Employment : Godrej M S Ramaiah Project

Commencement date:14.10.2024

Salary: 20000/- Weekly Payment:1200/-

Your Joining date is confirmed at 14.10.2024 as per the following terms and conditions

✦ You agree to submit with us a signed copy of Mark Sheet Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.

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Sincerely

For Eagle Green Landscapers Pvt.Ltd

I agree to the appointment and accept the above terms and conditions of service

Employee Name:-

Employee ID:-

Date:-

Signature:-


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74


Professor & HOD
Department of Civil Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
Bengaluru-74

PLACEMENT DETAILS FOR THE ACADEMIC YEAR 23-24(2020-2024 BATCH)

SL NO	STUDENT NAME	USN	NAME OF THE COMPANY
1	Dhanushree N A	1RR20EC019	VTIGER SYSTEMS INDIA PVT LTD
2	Rakshith S	1RR20EC043	Codeyoung
3	Siddesh Gowda S	1RR20EC048	Palle Technologies
4	Mohammed Taheer	1RR20EC032	Palle Technologies
5	Poornima R	1RR21EC401	Palle Technologies
6	Bhoomika M	1RR20EC007	TECHNOLOGICS Global Pvt Ltd
7	Elavarasan E	1RR20EC020	NMTRONICS
8	Gunashekar S	1RR20EC021	VICTOFIRE
9	Pruthvishree Sn	1RR20EC040	MINDSPARC
10	K. Jaiakhil	1RR20EC026	VIRYA
11	Mohammed Taheer Hussain	1RR20EC033	Palle Technologies
12	Deepthi.P.D	1RR20EC016	Codeyoung
13	Varun Kumar N	1RR20EC054	Ninestars
14	Raksha M	1RR20EC041	ASTRONICS
15	Jathin B R	1RR20EC024	ASTRONICS
16	Deepika V	1RR20EC024	SIEMENS
17	Mallika S	1RR20EC031	Palle Technologies
18	Vidyashree	1RR20EC056	Codeyoung
19	Aishwarya M	1RR20EC002	Internzvalley
20	Varun T R	1RR20EC055	DELANCEY
21	Chirag N	1RR20EC012	TIME
22	Dhananjaya	1RR20EC017	Internzvalley
23	Neelavathi S	1RR20EC036	Internzvalley
24	Bhuvaneswari	1RR21EC400	ASTRONICS
25	Ujwal E	1RR20EC052	VICTOFIRE
26	V P Nikhil Kumar	1RR20EC053	VICTOFIRE
27	Priyanka M	1RR20EC038	ASTRONICS
28	Shreyas D Mahendrakar	1RR20EC046	VICTOFIRE
29	Rakshitha M R	1RR20EC044	VICTOFIRE


Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING

Rampalli, Bengaluru-7r


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074

Vtiger Systems India Pvt. Ltd.

Regd. Office : # 18, 20th Main, 2nd Block, Rajajinagar, Bangalore - 560 010.

To
Dhanushree,

I am pleased to extend an offer of employment to you at Vtiger Systems India Private Limited. This offer is for the exempt full-time position of Business Analyst Trainee at Vtiger, which begins with a probationary period of up to six months. Your position will be made permanent upon your successful completion of the probationary period.

Vtiger builds customer relationship management (CRM) and related software applications for business customers. As a Business Analyst Trainee, you will be exposed to the benefits and features of CRM applications, the CRM industry, and gain expertise in using our products. You will be interacting with both customers and prospects and will help them implement Vtiger solutions in their businesses. In addition, you will be collaborating with Marketing, Development, QA, and Design teams in Vtiger to improve our products.

After the training period is successfully completed, you will be joining our Americas Sales & Support team, working from 7pm to 5am Indian time (Night Shift).

The following is an outline of the specifics of this offer of employment:

1. Your starting compensation including benefits before tax will be **Rs.23,000 CTC** per month, payable monthly. This compensation applies to the probationary period. After the probationary period, periodic revisions to your compensation will be made based on your capabilities and contribution to the company. Your compensation will be weighed by your performance, giving you every chance to make your productivity determine your compensation.
2. Your job will be based in Bangalore at our software development office.
3. This offer of employment is contingent upon successful completion of identity, reference, and educational verifications.

Your employment is at-will. Vtiger having the right to terminate your employment at any time, with or without notice, and with or without cause. If you choose to resign, you should provide a **3-month notice period in advance**.

Principal

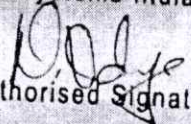
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7

Rishal
PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG
BENGALURU - 560 074

Salary Structure			
CTC per month	23000		
Gratuity	0		
Employer Contribution for PF	1800		
Medical Insurance	0		
Gross Earnings	21200		
Earnings	Amount	Deductions	Amount
Basic	15000	Employee Contribution for PF	1800
HRA	5000	Professional Tax	0
Leave Travel Allowance	0	TDS	2120
Mobile Allowance	1000		
Children Allowance	0		
Hostel Allowance	0		
Meals Allowances	0		
Other Allowances	200		
Gross Earnings	21200	Gross Deductions before Tax	3920
		n-Hand Earnings for Employee	17280

This offer is made on the clear understanding that your employment is on whole time basis and that you will not undertake any other part-time/full-time work, without the consent of the company. Also, this employment is of a continuous nature and does not entail any compensation for any overtime worked by you.


For Vtiger Systems India Pvt. Ltd.,


Authorised Signatory

Sincerely,

Accepted: I accept

Date: 17/6/24.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
BANGALURU-74


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG.
RAJARAJESWARI COLLEGE OF ENGG.
BANGALURU - 560 074



Details about the joining Inbox



Eswar Raj M May 31
to Vidya, Matilda, Pooj... ▾



Dear candidate, greetings of the day!!

We are pleased to confirm that your first day at **Vtiger** will be on **Monday, June 17th, 2024**. Please plan to arrive by **9:30 AM**.

Upon your arrival, please check in with the reception at our office located at **Bangalore**. You will be greeted by a member of our team who will guide you through the orientation process and introduce you to your colleagues.

Location : Vtiger Systems India Pvt Ltd,
#18, 20th Main, 2nd Block Rajajinagar
Bangalore - 560010.

Map: <https://g.page/VtigerIndia?share>

We are excited to have you join our team and look forward to seeing you on **June 17th**.

Best Regards,



Eswar Raj M

HR Recruiter Specialist

M: +91 9606903574

E: eswarraj.m@vtiger.com | www.vtiger.com

#18, 20th Main, 2nd Block, Rajajinagar | Bangalore - 560010

[Handwritten signature]

SWARI
ENGINEERING

[Handwritten signature]
SSOR & HEAD
ICS & COMMUNICATION
RI COLLEGE OF ENG
URU - 550 074



The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
<https://maps.app.goo.gl/9G9pNvJm>
eXFhXxCr5.
Ashish@codeyoung.com

Employment Offer and Employment Agreement

26th Nov 2023,

Dear Rakshith S,

Further to your recent interview, conditional on and subject to no adverse findings arising from an of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is 5th February 2024.


1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment.

For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period by without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Samohalli Cross, Bengaluru-74


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG
BENGALURU - 560 074



JOB TITLE: International Sales Specialist.

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

3. COMPENSATION

Your remuneration shall be as per Annexure titled "Compensation"

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.

In the event of an Income tax liability or any other tax liability or any statutory charges arising as a result of your employment with the Company, these will be borne by yourselves and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with Company.

4. SALARY REVISIONS

The Company may undertake periodic review of salaries, and will notify of any amendments, which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed your entitlement, an appropriate deduction will be made from your full and final payout. Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable. If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.


Principal
RAJARAJESWARI


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074



HR 2.01 F10 – Data Consent Form

Personal data - Consent

In consideration of being evaluated for employment by Codeyoung, for purposes of pre - employment, during employment and post-employment processing of my personal data

I hereby expressly agree and consent as follows:

Codeyoung or its authorized agents or service providers or third parties including platforms or aggregators may collect, process and disclose my personal information/data to verify the accuracy of the information I have provided in my application form or during my recruitment process, by conducting appropriate background checks. In this regard, Codeyoung may, amongst other, obtain a personal credit report, conduct a criminal record search, and contact the persons I have appointed as personal references during my recruitment.

I understand and agree that:

My personal information/data may be processed, analyzed and accessed by or on behalf of Codeyoung by third parties whether based in India or other locations, where there may be less stringent data protection laws than in India.

Codeyoung shall protect my Personal Data in accordance with the applicable laws by using industry-standard security and protection protocols.

At any time Codeyoung or its authorized agents or service providers may request, collect, process and disclose my personal information/data for processing my salary, health insurance, employee benefits, for employment or other intranet or internet portals or platforms and other such operations lawfully necessary.

Date:

Signature:

Name

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-77

PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG
BENGALURU - 560 074

HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and **INR 3,00,000** is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee's contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹200,000	₹16,667
2	House Rent Allowance	₹80,000	₹6,667
3	LTA	₹20,000	₹1,667
4	Special Allowances	₹76,600	₹6,383
5	Night Allowance	₹36,000	₹3,000
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436,000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
3	Health Insurance	₹4,800	₹400
B	Total Deductions	₹28,800	₹2,400
A - B	Net Salary	₹383,800	₹31,983

With regards,
Shailendra Dhakad
Director Codeyoung


Principal


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWAR COLLEGE OF ENG

12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

SIDDESHGOWDA S
siddesh7972@gmail.com
electronics and communication
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline.

The online training will be started from the January 22nd 2024 and the Offline Training will be conducted after 8th Semester Examinations at Palle Technologies Development Center at HSR Layout Bangalore.

Online Training Schedules will be at 6 pm from Monday to Friday,
The Starting Date for online training will be January 22nd 2024

Offline training will start from June 3rd 2024

The duration of the offline Technology Training Program will be 3.5 months to 4 months, with Training and Lab Sessions conducted 4 to 5 hours per day from Monday to Saturday.

Students will be evaluated on regular basis for Concepts and Coding skills and guidance will be provided on how to prepare for Interviews.

Features of Offline Technology Training

- ✓ Student can choose any one of the below given technologies
 - Java full stack
 - Python full tack
 - Automation Testing with Python or Java, based on student's choice
- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude, web technologies, and database MySQL/sql server.
- ✓ Assignments –coding & aptitude



Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG
BENGALURU - 560 074

12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

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SIDDESHGOWDA S
siddesh7972@gmail.com
electronics and communication
Rajarajeswari College Of Engineering-Bangalore

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15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com


Principal
RAJARAJESWARI

RAJARAJESWARI ENGINEERING
Bommanahalli Cross, Bengaluru-74


PROF. S. R. Subhab
DEPT. OF ELECTRONICS & COMMUNICATION ENG.
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074

12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

Mohammed Taheer
mohammedtaheer555@gmail.com
electronics and communication
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

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COLLEGE OF ENGINEERING

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074



LEADERS IN TECHNOLOGY TRAINING
SOFTWARE TRAINING | OUT SOURCING | SOLUTION

ISO 9001 : 2015 CERTIFIED & NASSCOM MEMBER

- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
- ✓ Mock HR interviews
 - We will schedule interviews with our esteemed clients with a packages starting from 3 LPA to 8 LPA.
 - Course Completion Certificate will be provided after the successful completion of the Technology training
 - If student do not maintain 80% attendance for classroom and Lab Sessions, then he/she will be dropped from the program and will not be eligible for free training and placements.
 - If student does not attend scheduled interviews by Palle Technologies, then student will be blocked from applying for openings for one month.
 - Student must clear mock interview to apply for our client companies.
 - The Validity of the CSR Free training and free Placement Program will be for 9 Months from 1st June 2024.

Mandatory Requirements while joining:

- ✓ Student has to bring a photocopy of his or her X, XII mark sheets
- ✓ Student has to bring a photocopy of Engineering all semester mark sheets up to 6th semester
- ✓ Student has to bring photocopy of Aadhaar card
- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
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PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG
BENGALURU - 560 074

12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

POORNIMA R
rpoornimaramesh@gmail.com
electronics and communication
Rajarajeswari College Of Engineering-Bangalore

Dear Student

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The Starting Date for online training will be January 22nd 2024

Offline training will start from June 3rd 2024

The duration of the offline Technology Training Program will be 3.5 months to 4 months, with Training and Lab Sessions conducted 4 to 5 hours per day from Monday to Saturday. Students will be evaluated on regular basis for Concepts and Coding skills and guidance will be provided on how to prepare for Interviews.

Features of Offline Technology Training

- ✓ Student can choose any one of the below given technologies
 - Java full stack
 - Python full tack
 - Automation Testing with Python or Java, based on student's choice.
- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude, web technologies, and database MySQL/sql server.
- ✓ Assignments –coding & aptitude


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-7.

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074



LEADERS IN TECHNOLOGY TRAINING

SOFTWARE TRAINING | OUT SOURCING | SOLUTION

ISO 9001 : 2015 CERTIFIED & NASSCOM MEMBER

- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
- ✓ Mock HR interviews
 - We will schedule interviews with our esteemed clients with a packages starting from 3 LPA to 8 LPA.
 - Course Completion Certificate will be provided after the successful completion of the Technology training
 - If student do not maintain 80% attendance for classroom and Lab Sessions, then he/she will be dropped from the program and will not be eligible for free training and placements.
 - If student does not attend scheduled interviews by Palle Technologies, then student will be blocked from applying for openings for one month.
 - Student must clear mock interview to apply for our client companies.
 - The Validity of the CSR Free training and free Placement Program will be for 9 Months from 1st June 2024.


Mandatory Requirements while joining:

- ✓ Student has to bring a photocopy of his or her X, XII mark sheets
- ✓ Student has to bring a photocopy of Engineering all semester mark sheets up to 6th semester
- ✓ Student has to bring photocopy of Aadhaarcad
- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING


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DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074

15/6, 2nd Floor, Marish Complex (Above SBI Bank), Mangammanapalya Main Road
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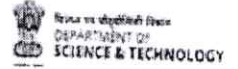
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TECHNOLOGICS.
"Diverse Technology | Seamless Integrity"

GSTIN: 29AAGCTD153Q1ZU
CIN No: U74999KA2016PTC097654

TECHNOLOGICS Technologies Global Private Limited.



03-11-2023

Bhoomika M
Rajarajeswari College of Engineering,
Karnataka.

Dear Bhoomika M,

We would like to congratulate you on being selected for finishing school as a **Trainee Application Engineer** with Technologies Global Pvt. Ltd. The **Pre-Onboarding** Training will start during OFF-TIME of your academic schedule (Evenings/Weekends/Semester Breaks) for the period of 350 to 400 hours based on availability of candidates. On the performance & Readiness of candidates the actual onboarding will be done to our clients after the final assessment conducted on **beginning or mid of final semester**.

This program will also be considered as **Industrial level of Internship**. For the same a Internship certificate will be issued from our R&D Department. The whole team of Technologies Global Pvt. Ltd. is excited about your on-boarding for finishing school programme.

Domain of Technical Competency –**Embedded Automotive /IOT/Aerospace/Defence**
Duration of the programme approximately will be **350 Hours**.

As discussed during the selection process, this is an **unpaid Finishing School Industrial level of Training & Hiring** Programme during which you will be expected to:

1. Increase the technical knowledge and real time industrial exposure.
2. Maximize employability skill.
3. To cover the gap between conventional education and Industrial application.
4. The objective of Pre-Onboarding training program is to make the candidates ready to map to our clients projects requirements. So, In order to meet the desired end result - following terms & Condition to be met

Terms and conditions:

1. Trainee will maintain a regular training schedule and attendance determined by the supervisor.
2. Trainee will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.

TECHNOLOGICS GLOBAL PVT LTD. 2nd, 3rd & 4th Floor, Raghavendra Complex, 417/418, 10th Main Rd, Geetha Colony, 4th Block - Jayanagar, Bengaluru - 560041

Ph: +91 8151888188, www.technologies.in, www.startautomation.in, www.venture-controls.com

Rajarajeswari
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru

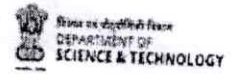
Rushabh
PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG.
RAJARAJESWARI COLLEGE OF ENGG.
700 074



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"Diverse Technology | Seamless Integrity"

GSTIN: 29AAGCT0153012U
CIN No: U74999KA2016PTC097654

TECHNOLOGICS Technologies Global Private Limited.



3. Trainee will obey the policies, rules and regulations of the company site and comply with the company's business practices and procedures.
4. Trainee will furnish his/her supervisor with all necessary information pertaining to his/her unpaid Training, including related assignments and reports.
5. Under no circumstances will Trainee leave the Training without first conferring with Trainee's supervisor.
6. Candidates to have no active back logs by end of academic year during final assessment
7. Mode of training – By considering candidates comfort and safety the entire training session has been planned to make it "Live & Interactive with TECHNOLOGICS R&D team" unless required to be in lab for any reason
8. In Case of requirement of hardware to be incorporated with training to make the training effective – Those simple & low cost hardware to be arranged by candidates.
9. Company may at any time terminate the Trainee on breaking the cardinal rules (like involvement of any sexual harassment or any activity which hamper the wellbeing of organisation social atmosphere) without notice or cause.
10. Your Training will include learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge.
11. Just qualifying to be part of Training program will not guarantee the employment unless the participants clear the post assessment based on industry specific requirements & following mandatory performance parameters

- a. Training attendance : 100%
- b. Assignment rating: 80%+ (A+). If not candidates need to re-attempt and submit.
- c. Soft skill attendance: 100% and Soft-skill assessment rating 80% +
- d. Candidates should be flexible with technical and other personnel of TECHNOLOGICS in guiding principles of quality improvement with proactive feedback and support.
- e. Good code of conduct.

12. Based on the post assessment result Technologies Global will either hire for internal Payroll requirement or for our client companies

Rajarajeshwari
Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Rithal
PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESHWARI COLLEGE OF ENGG.
BENGALURU
Internal

11. **CTC:** On successfully clearing interview at client location candidates would be eligible for a salary range of 4 LPA or Above.

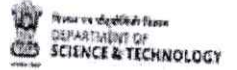
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GSTIN: 29AAAGCT0153Q1ZU
CIN No. U74999KA2016PTC097654

TECHNOLOGICS Technologies Global Private Limited.



Congratulations and we look forward you to take this opportunity as turning point of your career.
Please review, sign and mail to confirm acceptance.

Trainee

Bhoomika.M

Date 07/11/2023

For Company

Title _____

Burhap

Principal & Head
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074

R.R.
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

TECHNOLOGICS GLOBAL PVT LTD. 2nd, 3rd & 4th Floor, Raghavendra Complex, 417/418, 10th Main Rd, Geetha Colony, 4th Block - Jayanagar, Bengaluru - 560041
Ph: +91 8151888188, www.technologies.in, www.startautomation.in, www.venture-controls.com



Dear Mr. Elavarasan E,

Date: 11/05/2024

We are delighted to extend an offer of an internship at Pyrox I-City Pvt Ltd, Bangalore, for the position of Site Commissioning Trainee. Your impressive performance during the interview process has earned you a place in our esteemed organisation. We are confident that your skills coupled with our dynamic work environment, will contribute to a mutually beneficial professional association.

Internship Details

Position: Site Commissioning Trainee Internship

Start Date: Tuesday 9th April

Internship Duration: 3 months

Stipend: Rs-10,000 per month

Upon the successful completion of your internship, subject to performance evaluation, we are pleased to offer you a full-time position with a competitive annual salary of around Rs 2.7LPA TO 3.5LPA. Additionally, your salary will include a variable pay component of up to 10%, depending on individual and company performance payable at the end of the year.

Terms and conditions

1.Non-Compete Agreement: As a condition of your employment, you agree not to engage in any competitive employment or business activities for a period of two years after the termination of your employment with Pyrox I-City Pvt.Ltd.

2.Notice period: You agree to provide a minimum flexible notice period of 1-3 months upon resignation. This notice period will allow our company sufficient time to find a suitable replacement and ensure a smooth transition.

We believe that your skills and dedication will make a significant contribution to our team. We are excited about the prospect of having you on our team and are confident that your internship will be a valuable learning experience.

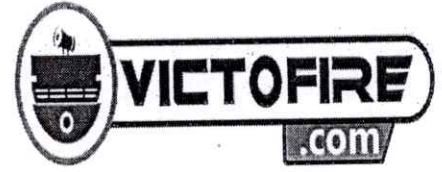
Thank you for considering this offer, and we look forward to welcoming you to Pyrox I-City Pvt.Ltd.

Sincerely,

Ankit Harsh
Admin Pyrox I-City Pvt. Ltd.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Jamehalli, Cross, Bengaluru-74


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG
BENGALURU - 560 074



Date :30/04/2024

Dear **Mr.Gunashekar,**

We are delighted to extend an offer of an internship at Pyrox I-City Pvt Ltd, Bangalore, for the position of Site Commissioning Trainee. Your impressive performance during the interview process has earned you a place in our esteemed organisation. We are confident that your skills coupled with our dynamic work environment, will contribute to a mutually beneficial professional association.

Internship Details

Position: Site Commissioning Trainee

Internship Start Date: Wednesday, 1st May, 2024

Internship Duration : 4 months

Stipend : Rs-10,000 per month

Upon the successful completion of your internship, subject to performance evaluation, we are pleased to offer you a full-time position with a competitive annual salary of around Rs 2.7LPA TO 3.5LPA. Additionally, your salary will include a variable pay component of up to 10%, depending on individual and company performance payable at the end of the year.*

Terms and conditions

1.Non-Compete Agreement: As a condition of your employment, you agree not to engage in any competitive employment or business activities for a period of two years after the termination of your employment with Pyrox I-City Pvt.Ltd.

2.Notice period: You agree to provide a minimum flexible notice period of 1-3 months upon resignation. This notice period will allow our company sufficient time to find a suitable replacement and ensure a smooth transition.

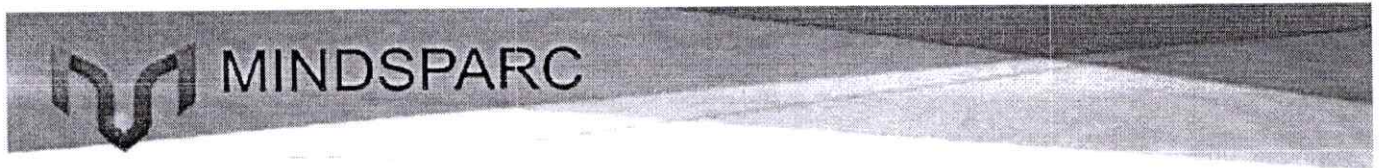
We believe that your skills and dedication will make a significant contribution to our team. We are excited about the prospect of having you on our team and are confident that your internship will be a valuable learning experience.

Thank you for considering this offer, and we look forward to welcoming you to Pyrox I-City Pvt.Ltd.

Sincerely,
Vidyashree R
HR Admin
Pyrox I-City Pvt. Ltd.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7th


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE
FIRE-READY.net



INTERN OFFER LETTER

Address: Pruthvi
Tech Mindsparc Innovations

Greetings from TECH MINDSPARC INNOVATIONS

OL NO.TMINT20241114

Dear Pruthvi Shree SN,

We congratulate you for being selected for a 6 Months Training with Tech Mindsparc innovations Pvt. Ltd.

Title: Business Development Intern
Joining Date: 15th March 2024

Training Date: 15th March 2024 to 25th March 2024

OJT Start date: 26th March 2024

OJT End Date: 26th September 2024

Location: Hyderabad

Stipend: INR 15,000 Per Month + INR 10,000 as incentive. (Subject to statutory deduction)

Target: 1,50,000 INR PER MONTH.

Please indicate your acceptance, by signing in the letter and mail the signed and scanned soft copy of the Training Offer Letter and the documents as mentioned below to the hr@techmindsparcinnovations.com within 2 working days from the receipt of this mail. The offer shall stand automatically withdrawn without further action on the part of TECH MINDSPARC INNOVATIONS if we do not receive your acceptance as per the mentioned timeline

I have read and understood the above terms and conditions and I accept this offer, as set forth above with Tech Mindsparc Innovations and will be reporting from 15th March 2024

SIGNATURE: _____ DATE: _____
9059965814,8125084470

hr@techmindsparcinnovations.com

<https://techmindsparcinnovations.com/>

Plot No 3-48, SA Society, Madhapur, Hyderabad, Telangana 500081


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7th


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG
BENGALURU - 560 074



Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.
- During the training period you will not receive any of the employee benefits that regular employee receives.
- During the training period the company will have all the rights to terminate your services without offering any reason and you are required to give 15 days notice should you wish to terminate your training before the end of your tenure.
- At any time if you wish to discontinue the training due to personal reason, you will have to pay a compensation equal to 1 month stipend.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the company all of its property, equipment and documents including electronically stored information.
- You will observe all policies and practices governing the conduct of our business and employees.
- Official communication either within the company or outside the company should be through the company Email of your manager daily.
- Post successful completion of Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

SIGNATURE: _____ DATE: _____
779982556,9381209609

hr@techmindsparcinnovations.com

<https://techmindsparcinnovations.com/>


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074

Plot No 3-48, SA Society, Madhapur, Hyderabad, Telangana500081


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Amahalli Cross, Bengaluru-7th



ANNEXURE

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: <ul style="list-style-type: none">• 10.standard or equivalent examination (Original MS for Verification)• 12.standard or equivalent examination (Original MS for Verification)• Graduation• Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving License Scanned Copy.
4.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.

Rishak

PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
RED. SAI PURI - 500 074

Rishak

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Madhuru-74

Plot No 3-48, SA Society, Madhapur, Hyderabad, Telangana500081

Private & Confidential

15-06-2024

Jai Akhil,

Dear Jai Akhil,

Sub: Offer Letter


Further to the interviews you had with us, we are pleased to make an offer of employment to you, as **Engineer - Field Application at Virya Autonomous Technologies Pvt Ltd**, under the level Band of **V1**. You will be based at **Bangalore**. Your Annual CTC shall be **Rs.4,25,004/-** (Rupees Four Lakhs Twenty Five Thousand and Four Only). Refer Annexure "A" attached for your detailed Compensation structure.

Post joining, a detailed appointment letter with the terms and conditions of your employment will be issued to you. You shall collect your appointment letter, acknowledge and return a copy to the HR department to complete your joining formality process.

Your date of joining would be on or before **24th June 2024**. On the day of your joining, please carry a copy of all the below mentioned documents for submission. Please also carry all the original documents for verifications.

- Your updated and Signed Bio-Data with two Previous Managers & two HR Managers references.
- Address Proofs & ID Proofs (Permanent & Temporary)
- Your Educational Credentials from 10th STD to the Highest Qualification
- Offer letters, Appointment letters, relieving letters, and Experience letters of all the Companies worked.
- Salary Slips for the last 3 Months. Alternatively, your Bank statement for the last 6 months, to validate your current earnings.
- One Cancelled cheque Leaf with MICR Code and IFSC Code of any Nationalised / International Bank.
- Form 16 of previous year &, Form 12/12B for Tax Computation for the current year if applicable.
- PF & ESI Details of your previous Organisation as applicable.
- Photographs - 4 Passport size
- Any other details required will be intimated to you from time to time.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG.
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074

Address : 220, Bommasandra Industrial Area, Bommasandra, Bengaluru-560099 | Email : contact@virya.ai | Website : www.virya.ai

A MAINI GROUP COMPANY

Also, be informed that this offer stands withdrawn if you do not report to duty, on or before the confirmed date of your joining in writing to the organization. For any further clarifications or assistance please contact the HR Department.

Wish you all the very best. Looking forward to build a long-term association with Maini.

For Virya Autonomous Technologies Pvt Ltd,



Mohammed Zaheer Hussain
Head - Human Resources

Offer Acceptance

I, **Jai Akhil**, have accepted the employment offer with the above terms and conditions. I will abide by all the policies and procedures of the organisation diligently. I will report to duty on _____.

Name:

Signature:

Place:

Date:



PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG
BENGALURU - 560 074



Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Annexure - A			
Employee Name	Jai Akhil		
Designation	Engineer - Field Application		
A-Fixed Components	Per Month	Per Annum	Remarks
Basic + DA	17,709.00	212,508.00	50% of Monthly/Annual CTC /Minimum Wages
HRA	7,084.00	85,008.00	40% of Basic+DA / Adjustable Component
All Purpose Allowance	7,646.00	91,752.00	Adjustable Component
Sub Total - A	32,439.00	389,268.00	
Total (Gross)	32,439.00	389,268.00	
C - Contributions and Benefits	Per Month	Per Annum	
Employer Contribution To PF	2,126.00	25,512.00	12% of Basic+DA
Gratuity	852.00	10,224.00	4.81% on Basic+DA
Sub Total - C	2,978.00	35,736.00	
CTC (A+B+C)	35,417.00	425,004.00	CTC
D - Deductions	Per Month	Per Annum	Remarks
Employee Contribution To PF	2,126.00	25,512.00	12% of Basic+DA
Professional Tax	200.00	2,400.00	As Applicable
Tentative Pay, Excluding Income Tax	30,113.00	361,356.00	

Raj
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7

Binit
PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG
BENGALURU - 560071

Address : 220, Bommasandra Industrial Area, Bommasandra, Bengaluru-560099 | Email : contact@virya.ai | Website : www.virya.ai

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Note the following:

- 1) PF of Employees part will be deducted from Basic+DA salary, as per PF Act.
- 2) ESIC, PT, LTA, LWF and Gratuity if eligible will be applicable as per the respective Acts / State Rules.
- 3) Medclaim Insurance, Group Personal Accident insurance and Gratuity if any will be administered as per the company policy and as per the external agencies rules and regulations.
- 4) Employee must declare their TAX savings plan for the financial year to compute the Individual tax for the financial year.
- 5) Investment proofs as per the tax planned in the beginning of the financial year by you, is to be submitted to the HR department before 31st Dec of the financial year itself to assess the final TDS, followed by direct salary deductions thereafter.
- 6) The above-mentioned CTC is applicable for all current and future laws which is applicable to you from time to time.
- 7) Reimbursement Component if eligible on CTC, will be reimbursed only against valid bills submission and audit confirmation.
- 8) As per the organizational requirement, the management reserves the right to change any for your compensation structure/ component/ distribution amount, at any point in time, without disturbing the overall employee CTC.

For Virya Autonomous Technologies Pvt Ltd,



Mohammed Zaheer Hussain
Head - Human Resources

Accepted & Received By

Name:

Signature:



PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074



Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
BENGALURU-74

12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

Mohammed Tahir Hussain
mohammedtahir4@gmail.com
electronics and communication
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline.

The online training will be started from the January 22nd 2024 and the Offline Training will be conducted after 8th Semester Examinations at Palle Technologies Development Center at HSR Layout Bangalore.

**Online Training Schedules will be at 6 pm from Monday to Friday,
The Starting Date for online training will be January 22nd 2024**

Offline training will start from June 3rd 2024

The duration of the offline Technology Training Program will be 3.5 months to 4 months, with Training and Lab Sessions conducted 4 to 5 hours per day from Monday to Saturday. Students will be evaluated on regular basis for Concepts and Coding skills and guidance will be provided on how to prepare for Interviews.

Features of Offline Technology Training

- ✓ Student can choose any one of the below given technologies
 - Java full stack
 - Python full tack
 - Automation Testing with Python or Java, based on student's choice.
- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude, web technologies, and database MySQL/sql server.
- ✓ Assignments –coding & aptitude

Rajesh
Principal

Ruthal
PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG
BANGALURU - 560 074

15/6, 2nd Floor, Manish Complex (Above SBI Bank) Mangamangalaya Main Road
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ISO 9001 : 2015 CERTIFIED & NASSCOM MEMBER

- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
- ✓ Mock HR interviews
 - We will schedule interviews with our esteemed clients with a packages starting from 3 LPA to 8 LPA.
 - Course Completion Certificate will be provided after the successful completion of the Technology training
 - If student do not **maintain 80% attendance** for classroom and Lab Sessions, then he/she will be dropped from the program and will not be eligible for free training and placements.
 - If student does not attend scheduled interviews by Palle Technologies, then student will be blocked from applying for openings for one month.
 - Student must clear mock interview to apply for our client companies.
 - The Validity of the CSR Free training and free Placement Program will be for **9 Months from 1st June 2024.**


Mandatory Requirements while joining:

- ✓ Student has to bring a photocopy of his or her X, XII mark sheets
- ✓ Student has to bring a photocopy of Engineering all semester mark sheets up to 6th semester
- ✓ Student has to bring photocopy of Aadhaarcad
- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.


Principal
RAJARAJESWARI
FACULTY OF ENGINEERING


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG.
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074

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Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com



The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
[https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5](https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5).
Ashish@codeyoung.com

Employment Offer and Employment Agreement

29th Nov 2023,

Dear Deepthi P D,

Further to your recent interview, conditional on and subject to no adverse findings arising from an of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **5th February 2024**

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment.

For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period by without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bamohalli Cross, Bengaluru-76


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG
BENGALURU - 560 074



JOB TITLE: Relationship Manager.

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

3. COMPENSATION

Your remuneration shall be as per Annexure titled "Compensation"

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.

In the event of an Income tax liability or any other tax liability or any statutory charges arising as a result of your employment with the Company, these will be borne by yourselves and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with Company.


4. SALARY REVISIONS

The Company may undertake periodic review of salaries, and will notify of any amendments, which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed your entitlement, an appropriate deduction will be made from your full and final payout. Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable. If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.


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BENGALURU - 560 074



6. HOURS OF WORK

Your usual working hours shall be 10pm to 7am, however in interest of business such hours may be extended. Work days are from Tuesday to Sunday, with Monday being a week off. The timings and work days are subject to change based on the management's decision.

7. ADDITIONAL HOURS

Subject to your role qualifying for overtime under applicable statutory provisions, if occasions arise when you may be required to work additional hours beyond normal hours.

8. PLACE OF WORK AND MOBILITY

Your usual location of work will be **Bangalore**. However, you may be required from time to time to work at or from any office or location of the Company or within different companies affiliated to Codeyoung. A change of your place of residence may be required from time to time and you may be transferred from one city to another for business needs of the Company. In case of transfer, your transfer shall be subject to Relocation Policy.

9. RETIREMENT

Normal retirement in the company is at age 58. Your employment will terminate automatically at the end of the month in which your 58th birthday occurs, unless you are otherwise advised by individual notice. You may also be retired earlier if found to be medically unfit or suffer any other incapacity that may impact the effective performance of your services.

10. RULES AND REGULATIONS

Codeyoung is a business based on integrity and mutual trust. In order to maintain and safeguard the trust and confidence of customers and the public certain ethical principles and standards of conduct have to be maintained.

In addition to any requirement under the Code of Conduct, you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and or being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment.


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ENGINEERING


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BENGALURU - 560075



Other specific rules and regulations will be notified by the Company from time to time. Policies, Code of Conduct, rules and regulations may be amended from time to time. You are required to keep yourself updated of such changes

11. CONFIDENTIALITY

As a condition of employment, you are required to sign and return the Non-Disclosure Agreement in Annexure that pledges confidentiality on all business matters appertaining to the Codeyoung, its subsidiaries, the company, and its customers. A breach of confidentiality is a material breach and may result in disciplinary proceedings including but not limited to injunction, termination of employment or claims of damages.

12. PROTECTION OF PERSONAL DATA

The Codeyoungadopts industry-standard software for maintenance of employee and customer data and Personal data of employees and customer data. Such data may be processed for human resources administration purposes, including payroll administration, career development, performance and health and safety administration and such business and operational needs. In order to process your personal data, the Company needs your consent. A format of such consent is enclosed with this letter. We request you to read and confirm your consent and return the Consent to us. Access to information systems and your personal data will be protected in accordance with our standard practices.

13. USE OF SOFTWARE AND SYSTEMS ACCESS

You are required to follow policies, rules and procedures laid down by the Company in this letter and those subsequently notified by the Company

14. DATA PROTECTION

Under the Company's policies, you have a responsibility to ensure that all personal data, confidential information you process or possess, is kept protected . Unauthorized disclosure of personal data of any one, yourself, your colleagues, vendors or customers is a material breach and may result in disciplinary action including but not limited to termination of employment and other actions as may be necessary under the applicable laws governing data protection. Therefore, you must ensure that you do the following in addition to all other guidance regarding data protection you may receive from the Company from time to time:

- Do not disclose personal data without authority


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- Do not access information or systems not directly relevant to each task
- Do not treat personal data carelessly
- lock all printouts away when not in use
- Do not disclose your computer password to any unauthorized person.

Under the Company's policies, it is important that the Company's internal, restricted or highly restricted personal records are maintained as accurately as possible. Hence, you must notify the Company in writing of any change in your personal circumstances, such as your address, marital status, birth of children, attainment of professional qualifications, and so forth.

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

Post confirmation, except where your employment is terminated on the grounds of misconduct, poor work performance, breach of employment terms or policies, breach of laws, you are entitled to a prior notice of termination of **1 month** from the Company, or pay in lieu of notice period.


In the event of misconduct, poor work performance, breach of policies, Code of Conduct, involvement in any criminal activity of sexual harassment incident or similar such reasons, the notice period of one month shall not apply and services may require to be terminated at shorter notice.

Notice of Termination may be handed to you personally, by email or sent to your last recorded address. The Company reserves the right to ask that you no longer work at your office location for the duration of your notice period in case circumstances so require. During the notice period it is mandatory to deliver at least 80% of your target for successful relieving. The company reserves all the rights to withhold your relieving documents and full and final settlement in case of unsatisfactory or poor work performance, breach of policies, misconduct, or any other disciplinary issues during the notice period.

16. TERMINATION OF EMPLOYMENT BY YOU

During probation, you are required to give the company at least one calendar months' notice in writing. Post confirmation, you are required to give the company a minimum of **2 months'** notice in writing. Where notice period as per terms of employment is not served, pay in lieu of notice period would be reduced from the final settlement dues to the employee. Upon immediate termination of employment by you, you will have to compensate by paying up to an amount equal to 2 month's salary to the Company in lieu of the notice period.


Principal
RAJARAJESWARI


PROFESSOR & HEAD
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BENGALURU - 560 074

17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

You shall immediately return all computers, software, access cards, work deliverables, completed or work in progress and any other Codeyoung provided property upon your end of employment. You shall not make any copies of work products or software or retain any of Codeyoung assets in your possession after your employment with Codeyoung comes to an end. You understand that a breach of this obligation entitles Codeyoung to take civil and criminal actions as applicable for recovery of its assets.

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

In consideration of your employment, you agree and hereby assign all intellectual property rights copyrights, patents, trademarks, design rights or any other proprietary right and moral rights assignable to Codeyoung in all deliverables you create in the course of your employment including but not limited to software codes, reports, algorithms, analysis etc. You shall not retain any copies of the same in your personal computer or mail systems. You understand that intellectual property is a vital asset for Codeyoung and any wrongful disclosure or handling of the same shall result in irreparable loss and injury to Codeyoung and allow Codeyoung to prosecute a legal action, claim damages or injunctions. You shall not use third party's proprietary material or their intellectual property without appropriate authorisations and licenses to produce your work deliverables for Codeyoung.

19. INDEMNIFICATIONS

You understand that breaching actions of yours such as breach of confidentiality, breach of applicable laws, breach of data protection obligations, breach of intellectual property rights may cause Codeyoung financial, reputational or goodwill loss, hence you shall at all times indemnify Codeyoung, its directors, third parties and employees from and against any claims, losses or damages arising from your breaches or unlawful activities

20. NON -SOLICITATION

You shall not directly or indirectly induce, influence, coerce, solicit away any of Codeyoung's customers or employees. This restriction applies during your tenure with Codeyoung and for a duration of two years after termination of your engagement with Codeyoung, regardless of the reason for termination of your engagement with Codeyoung.


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COLLEGE OF ENGINEERING


PROFESSOR & HEAD
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RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074

21. AMENDMENTS

All enclosures herewith are deemed part of your employment agreement with the Company. Please note that the Company reserves all rights to modify, amend, or introduce new policies, procedures, or guidelines as deemed necessary to fulfill business requirements. These changes may occur at any time and without prior notice. The Company will make reasonable efforts to communicate such changes, but it is understood that it is the employee's responsibility to stay informed and comply with the updated policies and procedures. The Company will not be liable for any losses or damages incurred as a result of changes to policies or procedures.

22. EXCLUSIVE JURISDICTION

Your employment and conditions of employment are exclusively governed by the laws of India and the courts of Bangalore shall have the exclusive jurisdiction on any dispute arising on matters related to your employment.

23. SEVERABILITY

If any part of this agreement is held invalid, void or unenforceable, the remainder of the terms shall continue to be fully enforceable minus the portion which is not enforceable


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BENGALURU - 560 074


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



HR 2.01 E5 -- Acceptance of Software and Systems usage.

To

Codeyoung

("Thecompany")

The Company forbids the use of unauthorized software on any company equipment or the use of authorized software on any personal or non-company issued equipment. The Company forbids unauthorized access, or any unauthorized attempt to access, any data maintained on any computer systems.

Unauthorized software comprises any software that is not on the Codeyoung IT list of approved software or which has not been procured via the authorized procurement channels and includes any unsolicited software, demonstration software that has not been previously checked by Codeyoung IT security or an authorized agency of Codeyoung IT security, and any software that is delivered in such a way that it may have been tampered with.

Unless the prior specific approval of senior management is obtained, the use of unauthorized software on Company equipment or other breach of the above will be viewed as gross misconduct and an extremely serious violation of the Company's regulations, which may lead to disciplinary action including but not limited to termination, or other appropriate action as necessary by the Company.

I confirm that I have read and understood the above conditions on the use of unauthorized software and systems. I also understand that the Company may from time to time notify amendments or additional conditions or Policies governing access, use and protection of data, systems and software and I agree to abide by them in full compliance thereof.

Name: DEEPTHI P.D

Date: 04/12/2023

Signature: Deepthi.p.d


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bell Cross, Bengaluru-74


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074



HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).

2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.

3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.

4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):

5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;

- a. Codeyoung staff training video on data protection;
- b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.

Rajesh
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING

Rajesh
PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG
BENGALURU - 560 074



6. I also confirm that I shall read or view, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, any other rules or requirements (whether in relation to the data protection legislation referred to in paragraph 4(b) above or otherwise) advised to me by Codeyoung.

I confirm that I have read and understood the above conditions. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

Deepthi.p.oj

SIGNATURE

DATE 04/12/2023

Bithab

PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074

Rajesh

Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

I have never been convicted of a criminal offence involving fraud or dishonesty; and

I have never been declared bankrupt.

Signed Deepthi.p.d

Name DEEPTHI.P.D

Codeyoung Dept. / Job title RELATIONSHIP MANAGER

Date 04/12/2023

Rithab

PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074

Rithab
Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING

Bangalore Cross, Bengaluru-74



INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

1. Usage of or access to the Internet, computer and software 'equipment' wherever situated in Codeyoung premises or those made available by Codeyoung, its customers or business partners is to be conducted in a business-like and professional manner. Use of Email and computer systems are provided for Codeyoung's business matters only. Any breach is subject to disciplinary procedure, up to and including revocation of access privileges and termination of employment.

Internet and Email access is not to be used for the following purposes, which are expressly forbidden: solicitation of correspondence unrelated to business activities, illegal, libellous or offensive messages, prejudice or harassment whether racial, sexual or of any other kind, action prejudicial to another's business, his reputation or his Internet access (flaming, spamming etc.), for download of pornography, games software or other salacious or frivolous material, for obtaining or purchasing executable (exe) software without specific prior approval or video, audio or music material, nor for participation in news - groups, use-groups or chat-rooms, nor for issuance of any form of formally unauthorized business advice.

2. No legal commitment by Email on behalf of any member of Codeyoung, or for the conclusion of any form of commercial contractual agreement; nor for communication of any advertising/marketing material without prior approval of an authorized person must be made.

3. The user shall respect and abide by all applicable laws, including confidentiality, copyright and data protection laws. In particular the user must not copy or transmit to third parties the works of others without their permission as this may infringe copyright.

4. Hard copies must be taken of any electronic mail messages which need to be retained for regulatory or other legal purposes, as advised by the Compliance function. Comment – Codeyoung Management to assess if they like to retain this practice.

5. The user must not import files or messages without ensuring that they have first been scanned for viruses.

6. The user will bear in mind at all times that electronic mail messages, however confidential or damaging, may have to be disclosed in court proceedings or investigations.

7. Codeyoung is entitled at any time to examine the computer systems and/or download details of and/or monitor any usage of any kind by the user of the Internet including, without limitation, any Email messages, whether or not created by the user, the content of any pages downloaded and any mechanisms which record the user's use of the Internet.


Principal
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COLLEGE OF ENGINEERING


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG
E. T. T. NO. - 500 074



I Deepthi P D,

The user acknowledges receipt of the above conditions (which I have read and understood). I accept and agree to comply with, all the matters referred to in them. I understand that failure to do so may result in disciplinary action against me. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.


SIGNATURE

DATE 04/12/2023



PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG.
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074



Principal
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COLLEGE OF ENGINEERING





HR 2.01 E10 – Data Consent Form

Personal data - Consent

In consideration of being evaluated for employment by Codeyoung, for purposes of pre - employment, during employment and post-employment processing of my personal data

I hereby expressly agree and consent as follows:

Codeyoung or its authorized agents or service providers or third parties including platforms or aggregators may collect, process and disclose my personal information/data to verify the accuracy of the information I have provided in my application form or during my recruitment process, by conducting appropriate background checks. In this regard, Codeyoung may, amongst other, obtain a personal credit report, conduct a criminal record search, and contact the persons I have appointed as personal references during my recruitment.

I understand and agree that:

My personal information/data may be processed, analyzed and accessed by or on behalf of Codeyoung by third parties whether based in India or other locations, where there may be less stringent data protection laws than in India.

Codeyoung shall protect my Personal Data in accordance with the applicable laws by using industry-standard security and protection protocols.

At any time Codeyoung or its authorized agents or service providers may request, collect, process and disclose my personal information/data for processing my salary, health insurance, employee benefits, for employment or other intranet or internet portals or platforms and other such operations lawfully necessary.

Date: 04/12/2023

Signature: *Deepthi P.D*

Name DEEPTHI P.D

B. S. H. H.
PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG.
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074

R. S. S.
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7

HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be **INR 4,86,000 per annum**. **INR 4,36,000** is fixed (per annum) and **INR 50,000** is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee's contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹200,000	₹16,667
2	House Rent Allowance	₹80,000	₹6,667
3	LTA	₹20,000	₹1,667
4	Special Allowances	₹76,600	₹6,383
5	Night Allowance	₹36,000	₹3,000
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436,000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
3	Health Insurance	₹4,800	₹400
B	Total Deductions	₹28,800	₹2,400
A - B	Net Salary	₹383,800	₹31,983

With regards,
Shailendra Dhakad
Director Codeyoung

Principal


PROFESSOR & HEAD
 DEPT. OF ELECTRONICS & COMMUNICATION ENG
 RAJARAJESWARI COLLEGE OF ENGG
 BE, CALICUT - 560 074

Date: 5 Aug 2024

Ref: CH/HR/24

Varun Kumar N
32, Kotamaranahalli, Channapatna taluk,
Ramanagar district, Karnataka State-562160
Email: varunkumarn3622@gmail.com
Mob: 9353165890

Sub: Appointment Letter

Dear Varun Kumar,

Based on your credentials and the discussions you had with us, the management is pleased to consider your candidature for employment in the Company, on the following terms and conditions:

1. Designation:

You will be designated as **"Trainee - Software Development"**.

2. Reporting:

You will be reporting to Founder & Chairman or his authorized representative.

3. Location:

You will operate out of our Office, located at 10, "MASS IV", 15th Cross, Bannerughatta Main Road, J.P. Nagar 3rd Phase, Bengaluru - 560 078.

4. Date of Joining:

Your date of joining will be reckoned as **05 Aug 2024**.

5. Compensation:

Your Cost to Company Compensation will be as follows:

i. During Training:

The training period will be for a period of Twelve months from the date of joining. During the training period you will be paid a **FIXED MONTHLY STIPEND of Rs. 20,000/- (Rupees Twenty Thousand only)**. The Training period may be extended at the discretion of the Management.

ii. Confirmation:

On successful completion of training, you will be confirmed and positioned as **"Engineer - Software Development"** with a compensation of **Rs. 4,00,008/ (Rupees Four Lakhs Eight only)** per annum.


Breakup of the compensation is given in **"Annexure A"**, herein.
The Management may restructure the Salary/Fixed compensation, from time to time, in line with the statutory requirements/compliance.



Prepared by: K Someswara Rao




PROFESSOR & HEAD
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BENGALURU - 560 074


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Ramohalli Cross, Bengaluru-7



Global Delivery Center



6. Your employment with us, effective from your date of joining will be governed by terms and conditions detailed in **Annexure B**.

7. On the date of your joining, we request you to provide copies of the documents detailed in **Annexure C**.

Please feel free to contact the undersigned for clarifications, if any.

We welcome you to Ninestars and look forward to a long and mutually beneficial association.

For Ninestars Information Technologies Pvt Limited,


K Ravichandran
Chief People Officer


Encl:

Annexure - A (Compensation Structure),
Annexure - B (Terms of Employment),
Annexure - C (checklist of joining documents).

N.B.:

Please sign the duplicate copy of this appointment letter on all sheets at the bottom right corner, including **Annexures**, and return to the undersigned, as a token of your acceptance.


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RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074


RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Prepared by: K Someswara Rao



Date: 14-Aug-2024

Ms. Raksha .M
Madanagattamma Layout,
Elekodigehalli, Sunkaddatte,
Magadi Main Road,
Bangalore-560091

REF: ATS/HR/OL/2024-25/06

Subject: Offer of Employment

Dear Raksha,

Congratulations!

Thank you for your interest in discussing an opportunity with us. Based on our discussions, we are pleased to offer you the position of **Trainee Engineer** in our company. Your place of posting will be in Bangalore.

Your annual compensation is **Rs. 3,90,804/- (Rupees Three Lakh Ninety Thousand Eight Hundred and Four only)**. Annexure details out the compensation structure. Offer of an employment through this letter is valid for a period of one day for acceptance from the date of offer.

You will be on probation for a period of 6 months. Your day of joining is agreed as 21st Aug 2024. On your day of joining please report to Mr. Shanmuga Sundaram, at Diagnosys Electronics (I) Private Limited, Bangalore. Please carry the original documents along with an additional copy as specified in the joining checklist.

We are sure that our working environment will be conducive in helping you grow professionally as well as personally. We welcome you to being a part of the Astronics team and look forward to your valued contribution in taking Astronics to greater heights.

You are requested to return the duplicate copy of this letter as a token of your acceptance.

For Diagnosys Electronics (I) Private Limited,



Arkesh Jaigeeshavya
Managing Director

(Enclosure: Annexure & Joining Checklist)



RAJARAJESWARI
COLLEGE OF ENGINEERING



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DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
BANGALORE - 560 074

I have read and clearly understood all the terms and conditions of employment. I agree to abide by them and propose to join on 21st Aug 2024.

Employee Signature & Date

Compensation Details


Name	Raksha .M	Effective Date	21-Aug-24
Designation	Trainee Engineer		

Sl.No.	Particulars	Compensation
1	Basic Salary	9,684
2	House Rent Allowance	3,874
3	Special Allowance	8,452
4	Food Allowance	2,200
	Monthly Gross Salary	24,210
	Annual Gross Salary (A)	2,90,514
5	Provident Fund (12% of Basic Salary)	21,600
6	Gratuity (4.81% of Basic Salary)	5,587
7	Health Insurance	15,000
	Annual Retirals / Benefits (B)	42,187
(I)	Fixed Pay (A+B)	3,32,701
(II)	Variable Compensation on 100% Performance Achievement	29,051
	Total Cost to Company (I + II)	3,61,752
(III)	Variable Compensation on Additional Performance Achievement of 200%	29,051
	Total Potential Earnings	3,90,804

Note:

- 1) Variable pay:
- (II) * Eligible for 0% to 10% of variable payout is subject to performance achievement of 100%
- (II)* Eligible for 0% to 10% of Additional Variable Payout is subject to Performance achievement of 200%.
- 2) * Eligibility of Gratuity is subject to completion of 5 years of continuous service with the company.
- 3) * Health Insurance is subject to the time-line of Corporate Insurance and premium coverage charges are applicable on a pro-rata basis.

For Diagnosys Electronics (I) Private Limited


 Arkesh Jaigeshavya
 Managing Director


 Principal
 RAJARAJESWARI
 COLLEGE OF ENGINEERING
 Amohalli Cross, Bengaluru-70


PROFESSOR & HEAD
 DEPT. OF ELECTRONICS & COMMUNICATION ENG
 RAJARAJESWARI COLLEGE OF ENGG.
 BENGALURU - 560 074
 Employee Signature & Date

Date: 14-Aug-2024

Mr. Jathin B.R
#11&12, 27th Cross, 39th D Main,
Annapoorneshwari Nagar,
Poornachandra D Group Layout,
Nagarbahvi, Bangalore-560091

REF: ATS/HR/OL/2024-25/07

Subject: Offer of Employment

Dear Jathin,

Congratulations!

Thank you for your interest in discussing an opportunity with us. Based on our discussions, we are pleased to offer you the position of **Trainee Engineer** in our company. Your place of posting will be in Bangalore.

Your annual compensation is Rs. 3,90,804/- (**Rupees Three Lakh Ninety Thousand Eight Hundred and Four only**). Annexure details out the compensation structure. Offer of an employment through this letter is valid for a period of one day for acceptance from the date of offer.

You will be on probation for a period of 6 months. Your day of joining is agreed as 21st Aug 2024. On your day of joining please report to Mr. Shanmuga Sundaram, at Diagnosys Electronics (I) Private Limited, Bangalore. Please carry the original documents along with an additional copy as specified in the joining checklist.

We are sure that our working environment will be conducive in helping you grow professionally as well as personally. We welcome you to being a part of the Astronics team and look forward to your valued contribution in taking Astronics to greater heights.

You are requested to return the duplicate copy of this letter as a token of your acceptance.

For Diagnosys Electronics (I) Private Limited,



Arkesh Jaigeeshavya
Managing Director
(Enclosure: Annexure & Joining Checklist)



Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramchallig Cross, Bengaluru-74



PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074

I have read and clearly understood all the terms and conditions of employment. I agree to abide by them and propose to join on 21st Aug 2024.

Employee Signature & Date

Confidential

Annexure

Compensation Details

Name	Jathin B.R	Effective Date	21-Aug-24
Designation	Trainee Engineer		

Sl.No.	Particulars	Compensation
1	Basic Salary	9,684
2	House Rent Allowance	3,874
3	Special Allowance	8,452
4	Food Allowance	2,000
	Monthly Gross Salary	24,210
	Annual Gross Salary (A)	2,90,514
5	Provident Fund (12% of Basic Salary)	21,600
6	Gratuity (4.81% of Basic Salary)	5,587
7	Health Insurance	15,000
	Annual Retirals / Benefits (B)	42,187
(I)	Fixed Pay (A+B)	3,32,701
(II)	Variable Compensation on 100% Performance Achievement	29,051
	Total Cost to Company (I + II)	3,61,752
(III)	Variable Compensation on Additional Performance Achievement of 200%	29,051
	Total Potential Earnings	3,90,804

Note:

1) Variable pay:

(II) * Eligible for 0% to 10% of variable payout is subject to performance achievement of 100%

(III) * Eligible for 0% to 10% of Additional Variable Payout is subject to Performance achievement of 200%.

2) * Eligibility of Gratuity is subject to completion of 5 years of continuous service with the company.

3) * Health Insurance is subject to the time-line of Corporate Insurance and premium coverage charges are applicable on a pro-rata basis.

For Diagnosys Electronics (I) Private Limited


Arkesh Jaageeshavya
Managing Director


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074

Employee Signature & Date



SIEMENS

Siemens Technology and Services Pvt. Ltd.

Deepika V

#59,1st Main,3rd Cross,
Veerabhadranagar, BSK 3rd stage,
Bangalore south 560085.

Date 23 July 2024
Name & Email Sandeep Sangireddy
Sandeep.sangireddy.ext@siemens.com
Dept P&O / Talent Acquisition
Company Siemens Technology and Services Pvt. Ltd.
Our reference 424661/14420015

Dear Deepika,

Congratulations! With reference to your application and subsequent discussions, we are pleased to offer you the position of **Graduate Trainee Engineer** starting from **05th August 2024** in **Global Business Services in Bangalore**.

Your annual compensation, calculated on a cost-to-company basis, is **Rs. 4,50,000 /- p.a. (Rupees Four Lakh Fifty Thousand Only)**, with the details provided in **Annexure I**.

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 on or before the mutually agreed date **05th August 2024**, if there are any changes to your date of joining will provide an addendum letter, which will supersede or amend the previous versions. 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.
- 2. Office location** – You are initially appointed to work in our **Bangalore** office.
- 3. Residence proof** – The address in your application shall be deemed to be correct for sending any communication to you.
- 4. Date of birth** – Based on your declaration we have recorded your date of birth as **05th November 2002**.
- 5. Offer** – The Company reserves the right to withdraw the job offer or conditional appointment, whether prior to or after your start date, in the event of background check and/or reference checks, are deemed unsatisfactory. Furthermore, as a component of the job offer, you will be requested to undergo a medical examination. This is intended to confirm your suitability for the role and evaluate your medical fitness. All medical information will be managed with the highest level of care and confidentiality, adhering to data privacy laws and regulations. This offer is conditional, subject to you being found medically fit.


Principal
RAJARAJESWARI

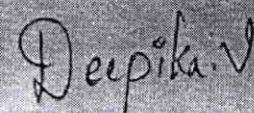

PROFESSOR & HEAD
DEPT. OF ELECTRONICS
RAJARAJESWARI
BANGALORE

Siemens Technology and Services Private Limited
Management: Pankaj Vyas

COLLEGE OF ENGINEERS
Sri. No. 377, Sanjapur Main Road,
Chikkakannelli Village,
Bangalore 560035
Karnataka, India

Tel: +91 80 33451500
Web: www.siemens.com

Registered Office: Birla Aurora, Level 21, Plot No. 1080, Dr. Annie Besant Road, Worli, Mumbai – 400030. Tel: +91 (22) 6251 7000; Fax: +91 (22) 2436 2404
Corporate Identity Number: U99999MH1986PTC093854.
Other Offices: Bengaluru, Chennai, Gurgaon, Mumbai, Noida, Pune.



Digitally signed by Samuel Mathew
DN: cn=Samuel Mathew, o=DE,
ou=Siemens,
email=mat@sw.samuel@siemens.com
Date: 2024.07.30 15:50:44 +05'30'

Krishnaswamy
Rajeshwari

Digitally signed by Krishnaswamy Rajeshwari, prf
DN: cn=Krishnaswamy Rajeshwari, o=Siemens,
email=krishnaswamy@siemens.com
Date: 2024.07.30 11:43:11 +05'30'

Samuel

Rajeshwari K

General Manager
People and Organization

General Manager
People and Organization

of Terms & Conditions of Employment

I hereby declare that I have read and understood the terms and conditions as stated in this letter
0015, dated (23 July 2024) plus the enclosed Annexures and accept employment with
Technology and Services Pvt. Ltd. with our internal organizational unit, job family and level code

- Compensation structure
- Service conditions
- Terms & conditions of employment
- Terms & conditions of employment in relation to inventions made by the employee
- Joining formalities

Signature: _____

Deepika V
Deepika V

Date: 05-0

Bishab

PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG
BENGALURU - 560 074

RPA
Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

the company diligently, faithfully and to the best of your skill and ability. You shall be expected to you with high standard of initiative, efficiency and economy. You shall undertake all activities as allotted to you by your supervisors. You shall endeavor to increase the quality and speed of execution of jobs assigned to you from time to time.

You shall be governed by rules, regulations and service conditions (as mentioned in the annexure) applicable to the employees of your level working in the establishment of the company in which you are employed. The Company, however, reserves the right to add, alter and amend the said service conditions as may be deemed necessary from time to time.

Hours

Your work shall be governed by the working hours prevailing in the establishment in which you are employed. Your actual duty timings from time to time. You may be required to work in shifts as may be decided by the Company.

You shall be entitled to paid holidays as decided by Management. Such list of holidays shall be published at the beginning of the year.

Deputation

You shall be 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 the Group or business associates anywhere in India or overseas at the sole discretion of the Company. You shall be required to furnish a specific Service Agreement/Deputation Agreement if you are serving the Company's business.

R. Senthil
PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATIONS ENG
RAJARAJESWARAR COLLEGE OF ENGG
TIRUPATI

Probation and Confirmation

You shall be on probation for a period of six months with effect from your start date. The terms and conditions shall be governed by the company at its sole discretion. During the period of probation, or any part thereof, you shall be liable to be terminated on one month's notice on either side.

R. Senthil
Principal
RAJARAJESWARAR COLLEGE OF ENGG
TIRUPATI
20/07/2017

On successful completion of the probation period, you shall be deemed automatically confirmed. If the probation period has been extended with a probation extension letter provided in advance, you shall be deemed confirmed in advance.

In the event of termination of a confirmed employee there is three months' notice on either side. Kindly note that the company shall not be liable to pay any compensation (@Basic pay) for any notice period not served. However, you shall be liable to serve the notice to be served.

ANNEXURE I Compensation Structure Annexure - I

Name	Deepika V	Date	23/7/2024
Position Level	12	Business Title	Graduate Trainee Engineer
		Division	GBS
Compensation Structure			
Sr. no.	Heads of Payment	Compensation (Rs.)	
(A)	Basic Salary p.m.	13,323	
(B)	HRA p.m.	6,661	
(C)	Base Flexible Pay (BFP) p.m. (includes Meal Card @ Rs 2,200/- p.m.)	15,076	
(D)	Total Allowances / Benefits p.m. (B + C)	21,738	
(E)	Base Pay p.m. (A + D)	35,061	
(F)	Base Pay p.a. (E * 12)	420,726	
	Retirals p.m.	1,800	
	Co. Contribution Provident Fund (12 % of Basic)	640	
	Co. Gratuity Provision (4.8% of Basic)	2,440	
(G)	Total Retirals p.m.	37,500	
(H)	Total Fixed Pay (TFP) p.m. (E + G)	450,000	
(I)	Target Pay p.a. (H * 12)	Sum Assured (Rs.)	
	Insurance Benefits	200,000	
	Group Health Insurance Policy coverage p.a. (with a provision of enhancement of the base cover upto 200%)	4,000,000	
	Group Personal Accident Insurance coverage p.a.	500,000	
	Group Term Life Insurance coverage p.a.	600,000	
	EDLI coverage	9,770	
	Leave (Notional monetised value of 22 earned leaves for full year)	Not applicable as gross salary above ESI eligibility	
	ESI coverage	Not applicable as gross salary above ESI eligibility	

For Siemens Technology and Services Pvt. Ltd.

Krishnaswamy
Rajeshwari

Digitally signed by Krishnaswamy Rajeshwari
DN: cn=Krishnaswamy Rajeshwari, o=Siemens,
email=krishnaswamy.rajeshwari@siemens.com,
Date: 2024.08.01 09:04:51 +05:30

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.

National Pension Scheme (NPS) can be opted for after joining.

Statutory Bonus will be paid to eligible employees as per Payment of Bonus (Amendment) Act, 2015.

All present & future taxes related to your employment will be borne by you.

Provident Fund Contributions is as per Provident Fund Act, 1952.

Siemens Technology and Services Private Limited
Management: Pankaj Vyas

RGA Tech Park, Block - 2,
6th & 7th Floor,
Sy. No. 31/1, Sarjapur Main Road,
Chikkakannelli Village,
Bangalore 560035,
Karnataka, India

Tel.: +91 80 33451500
Web: www.siemens.com

Registered Office: Birla Aurora, Level 21, Plot No. 1080, Dr. Annie Besant Road, Worli, Mumbai - 400030. Tel: +91 (22) 6251 7000; Fax: +91 (22) 2416 2404.
Corporate Identity Number: U93999MH1966FTC093854
Other Offices: Bengaluru, Chennai, Gurgaon, Mumbai, Noida, Pune.

PRO. *Deepika V*
DEPT. OF E.E.
RAJARAJESHWARI COLLEGE OF ENGG.
BENGALURU - 560 074

Deepika V
RAJARAJESHWARI
COLLEGE OF ENGINEERING
BENGALURU - 560 074

at any time hereafter, without the consent in writing of the Company on any matter relating to the Company's transactions or dealings, which are

not use any of the designs, drawings, software, literature, and machines etc. in any manner other than Company's business.

including packages as well as its associated documentation developed by the employee shall be sole and exclusive property of the Company.

He shall be true and faithful to the Company in all his accounts, dealing and transactions with the Company and shall at all times, when required, render a true and just account of his accounts as shall be authorized to receive the sum.

He shall not during the continuance of his employment, without the consent of the Company, be interested, directly or indirectly in any other trade or business, employment or profession, and shall devote the whole of his time and attention to his duties.

He shall be responsible for safekeeping and return, in good condition and order, of all property in his use, custody or charge.

A high code of conduct is expected from an employee and any behavior reflecting on the Company is questionable and liable for disciplinary action. Employee shall also be bound by the Code of Conduct Guidelines (BCG) that are globally binding rules for all employees and the details of which are available on the P&O Intranet. In addition, The BCG (available on the Intranet) is required to be signed by every employee upon joining/promotion and

He shall abide by the information security policy of the organization and adhere to the same.

As representatives of the Company and are required to dress appropriately on all occasions.

Ruthak
PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG

On separation from the services of the Company, the employee is expected to clear all dues to the Company including the Liquidated Damages, if any, etc. at once. In case of any outstanding dues, the Company will be free to recover such dues by appropriate legal means.

R.P.P.
Principal
RAJARAJESWARI COLLEGE OF ENGINEERING
Tambhalli Cross, Bengaluru-74

He shall also be required to abide by terms and conditions in addition to those mentioned in the contract of employment being or may be framed from time to time.

SIEMENS

6. Retirement

All employees will retire from the Company on attaining superannuation at the age of 60 years. However, the Company at its sole discretion, may decide to retire an employee prior to the employee attaining the age of superannuation.

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.

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 ab initio and liable for termination without any notice or salary in lieu of notice.

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 P&O Department within three days from the date of such change.

11. Programmes and Initiatives

In order to remain competitive our Company undertakes number of programmes or initiatives like Benchmarking, Continuous Improvements, Cost reduction, Training and Development, reorganisation etc. You are required to actively participate and contribute to such programmes or initiatives.


Principal


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG
BENGALURU - 560 074

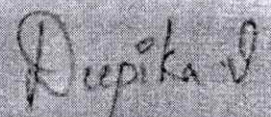
Siemens Technology and Services Private Limited
Management, Pankaj Vyas

RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru - 560005
Karnataka, India

RTSA Tech Park, Block - 3
1st & 2nd Floor
33rd, Saraswathi Main Road,
Chikkasarahalli Village,
Bengaluru - 560005
Karnataka, India

Tel: +91 80 23451922
Web: www.siemens.com

Registered Office: Birla Aurno, Level 21, Plot No. 1280, Dr. Ambedkar Road, Worli, Mumbai - 400025. Tel: +91 (22) 5201 2000. Fax: +91 (22) 2856 2404
Corporate Identity Number: U99999MH1999PTC093854
Other Offices: Bengaluru, Chennai, Gurgaon, Mumbai, Noida, Pune.


Deepika V

Following documents with you at the time of joining, with your originals also for

The duly signed offer letter should be handed over to the onboarding team at the time

on joining, this letter serves as your official Appointment Letter

Photocopy of birth certificate / S.S.C. certificate / mark sheet

All educational documents from 10th to highest education / semester wise mark sheet

Provision certificate

Photocopy of all previous employment / experience certificate / relieving certificate

Photocopy of passport / ration card / driving license / Aadhar card

Photocopy of PAN / acknowledgement of PAN application

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


To use your existing ICICI or HDFC Bank for your salary account, please bring a

For any questions, please contact us at:

AskHR: Phone: 1-800-419-6677 (toll free number)

Monday till Friday between 8.00 am to 8.00 pm


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Mandalli Cross, Bengaluru

Annexure IV

INTELLECTUAL PROPERTY RIGHTS & KNOW-HOW TERMS AND CONDITIONS OF EMPLOYMENT AGREEMENT

- a) Company shall own all rights, titles and interests in the Intellectual Property which includes but not limited to all Work product and Know-How (including inventions, ideas, experiences, concepts, algorithms, designs, tools, trade secrets, source code, technical documentation, program development components, technologies, expert reports etc.) created/conceived by the Employee during the tenure of their employment with the Company. The Employee undertakes to waive and not assert any moral rights which may accrue to the Employee in respect of the Intellectual Property.
- b) Employee shall disclose to the Company promptly in writing about any Intellectual Property including the Work product and the Know-How (tangible and intangible form) conceived/created during the tenure of their employment with the Company.
- c) Company and its affiliates shall have right to seek statutory protection of the Intellectual Property in the form Intellectual Property Rights (IPRs) including Patents, Trademarks, Copyrights, Utility Models and/or Industrial Designs. Company and its affiliates shall be free to use, exploit, maintain and permit to lapse such IPRs.
- d) If by operation of law or otherwise, any or all work product or any component or element thereof, is deemed to be the IPRs of the Company, the employee hereby agrees to assign, irrevocably and to the fullest extent permitted by law, to the Company and its affiliates, its successor and assigns, ownership of all such IPRs.
- e) Employee agrees to cooperate with the Company to do whatever is reasonably necessary to secure and maintain the IPRs of the Company and/or establishing Company's rights over Intellectual Property during the course of their employment as well as after termination of the employment.
- f) Employee shall not publish/present orally or in written form, except with the express written consent of Company, any information in related to the Intellectual Property including the Work product and Know-How in any form on third party platforms/ third party during the course of their employment as well as after termination of the employment.
- g) Employee shall obtain necessary clearance from the Intellectual Property department of the Company before the last date of employment with the Company. Employee shall disclose to the Company promptly in writing about any Intellectual Property conceived/created during tenure of employment with the Company before the last date of employment with the Company. Upon termination of his/her employment, the Employee agrees to immediately return all tangible embodiments of the Intellectual Property, including but not limited to data, drawings, documents, and notes developed during their employment. Employee shall not make any copies or attempt to recreate the tangible embodiments of the Intellectual Property post termination of his/her employment with the Company.
- h) Employee shall inform the Company at the commencement of his employment with the Company of all Intellectual Property 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 Employee's Intellectual Property 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 Intellectual Property. The Company will notify to the employee if and to what extent the Company will adopt the said rights.

Siemens Technology and Services Private Limited
Management: Pankaj Vyas

RGA Tech Park, Block - 2,
6th & 7th Floor,
Sy. No. 31/1, Sarjapur Main Road,
Chikkakannelli Village,
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Corporate Identity Number: U99999MH1988PTC093854
Other Offices: Bengaluru, Chennai, Gurgaon, Hyderabad, Pune
Principal
BAJAJ INSTITUTE
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7

PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENGG
RAJAJESWARI COLLEGE OF ENGG
BENGALURU - 560 074

Deepika .v

12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

Malika S
malikasiddesh2000@gmail.com
Electronics And Communication
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline.

The online training will be started from the January 22nd 2024 and the Offline Training will be conducted after 8th Semester Examinations at Palle Technologies Development Center at HSR Layout Bangalore.

Online Training Schedules will be at 6 pm from Monday to Friday,
The Starting Date for online training will be January 22nd 2024

Offline training will start from June 3rd 2024

The duration of the offline Technology Training Program will be 3.5 months to 4 months, with Training and Lab Sessions conducted 4 to 5 hours per day from Monday to Saturday.

Students will be evaluated on regular basis for Concepts and Coding skills and guidance will be provided on how to prepare for Interviews.

Features of Offline Technology Training

- ✓ Student can choose any one of the below given technologies
 - Java full stack
 - Python full tack
 - Automation Testing with Python or Java, based on student's choice.
- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude, web technologies, and database MySQL/sql server.
- ✓ Assignments –coding & aptitude


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG.
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangamnapalya Main Road
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
- ✓ Mock HR interviews
 - We will schedule interviews with our esteemed clients with a packages starting from 3 LPA to 8 LPA.
 - Course Completion Certificate will be provided after the successful completion of the Technology training
 - If student do not **maintain 80% attendance** for classroom and Lab Sessions, then he/she will be dropped from the program and will not be eligible for free training and placements.
 - If student does not attend scheduled interviews by Palle Technologies, then student will be blocked from applying for openings for one month.
 - Student must clear mock interview to apply for our client companies.
 - The Validity of the CSR Free training and free Placement Program will be for **9 Months from 1st June 2024.**

Mandatory Requirements while joining:

- ✓ Student has to bring a photocopy of his or her X, XII mark sheets
- ✓ Student has to bring a photocopy of Engineering all semester mark sheets up to 6th semester
- ✓ Student has to bring photocopy of Aadhaarcad
- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.

Buthak

Rajarajeswari

Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068

Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com



The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
<https://maps.app.goo.gl/9G9pNvJmeXFhXxCr5>
Ashish@codeyoung.com

Employment Offer and Employment Agreement

26th Nov 2023,

Dear Vidyashree B P ,


Further to your recent interview, conditional on and subject to no adverse findings arising from an of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is 5th February 2024.

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment. For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period by without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bengaluru-74


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074

HR 2.01 E10 – Data Consent Form

The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and **INR 3,00,000** is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee's contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

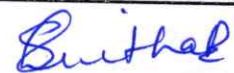
S.No.	Salary	Annual	Monthly
1	Basic Salary	₹200,000	₹16,667
2	House Rent Allowance	₹80,000	₹6,667
3	LTA	₹20,000	₹1,667
4	Special Allowances	₹76,600	₹6,383
5	Night Allowance	₹36,000	₹3,000
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436,000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
3	Health Insurance	₹4,800	₹400
B	Total Deductions	₹28,800	₹2,400
A - B	Net Salary	₹383,800	₹31,983

With regards,
Shailendra Dhakad
Director Codeyoung


Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING

Mimbal, Cross, Bengaluru-24



PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGE.
BENGALURU-560 074



OL No: IV01445

Offer Letter

Dear Aishwarya M,

We are delighted to extend an offer to you for the position of **Academic Councillor** at Internzvalley. After carefully considering your qualifications and interview performance, we believe that your skills, enthusiasm and potential will greatly contribute to our team and provide you with valuable learning opportunities.

Internship Position: Academic Councillor

Tenure: 6 Months

Reporting Date: 11/09/2024

On Site Training Period: 11/09/2024 To 20/09/2024

On Job Training Start Date: 21/09/2024

On Job Training End Date: 10/03/2025

Target: 1,00,000 Per Month

Pre-placement offer (After completion of On Job Training): 4 LPA to 5 LPA

Work Schedule: 8hrs per day to be worked between 11Am to 8Pm on Monday to Sunday (One Rotational Week Off Between Monday to Friday).

Location: Bangalore

Internship Stipend: You will be eligible for a stipend of 16,000 and incentives up to 10,000. The stipend will be paid monthly, and will be subject to applicable deductions.

Internship Responsibility: During this internship, you will be involved in various tasks and Responsibility related to Business Development. This responsibility is designed to provide you with a comprehensive understanding of our industry. enhance your skills. and contribute to the overall goals of our organization.

Internship Benefits: As an intern at Internzvalley, you will have access to certain benefits, which may include Incentives, professional development opportunities, access to company resources.

Confidentiality and Non-Disclosure: You will be required to sign a confidentiality and nondisclosure agreement to protect the sensitive and proprietary information you may have access to during the course of your internship.

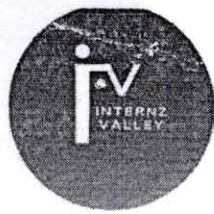
Training Period: During this training period for first 10 days will be considered as unpaid.

Conclusion of Employment: If you decide to discontinue your Internship/Employment in-between or before the Tenure mentioned above you are entitled to serve one month of notice period (30 days) In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1-month stipend and you can be relieved from the company and return all the property of the company including the electronically stored information.

Date: _____

PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
BANGALURU - 560 074

Signature: _____



Internship Offer Acceptance: If you choose to accept this offer please sign and return a copy of offer letter by 08/09/2024 to hr@internzvalley.com if you have any questions need further clarification kindly mail us to hr@internzvalley.com.

The specific documents required for onboarding:

1. Offer letter (Two Colour Copy)
2. Two Colour Photograph.
3. **Identification documents:** Typically, you will be required to provide proof of your identity, such as a valid passport, driver's license, or national identification card. This is to establish your legal eligibility to work.
4. **Banking details:** You will need to provide your banking information, including the account number and routing number, for salary deposits.
5. **Emergency contact information:** You will be asked to provide the contact details of one or more individuals to be contacted in case of an emergency.
6. **Education and professional qualifications:** Depending on the nature of your role, you may be asked to provide copies of your educational certificates, degrees, or professional licenses to verify your qualifications.
7. Original Document for verification purpose (10th, 12th, Degree Marks sheet any one).

We are excited to welcome you to our team and look forward to a mutually beneficial and successful internship experience. Congratulations once again on your selection, and we believe that this opportunity will be an enriching step towards your professional growth.

Thank you for considering this internship opportunity with Internzvalley. We are confident that your contributions will be valuable, and we are excited to have you on board.

Sincerely,

HR
Internzvalley

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-70

PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074

Date: _____

Signature: _____

OFFER LETTER

Date: 02/09/2024

Dear Varun T R,

We welcome you to **DELANCEY TECHNOLOGIES Private Limited** and are confident that you will build a long term and mutually rewarding career with us. We are confident of building a world-class company through important contributions from individuals like you.

You are reporting to **DELANCEY TECHNOLOGIES** on 02/09/2024 for technical training. During the technical training period your designation will be "*Trainee Engineer*" and the training period will be Six months.

We are pleased to offer you the position of "*Verification Engineer – I*" based at "Bangalore" effective from the date of successful completion of the training. The total CTC offered to you is Rs. 3,00,000/- (Three lakh rupees only) per annum as detailed in Annexure of this Offer Letter.

Welcome Again and thanks for joining us!

Warm Regards,

For **DELANCEY TECHNOLOGIES Pvt. Ltd.**

For **DELANCEY TECHNOLOGIES PVT. LTD.**

M. Sahana Makam

Director

Mrs. Sahana Makam

DELANCEY technologies Pvt. Ltd.

Date: 2/09/2024,


Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7

PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG
BENGALURU - 560 074

The below clauses and the CTC as per Annexure – Emoluments & Benefits will be applicable upon successful completion of six months training.

DELANCEY TECHNOLOGIES PRIVATE LIMITED

No.1101, Cabin No. 317/6, 3rd Floor, Golden Square Business Center, 24th Main, J.P. Nagar 1st Phase, Bangalore 560078

CIN: U72900KA2022PTC160608 ☎ +91 9008450118 🌐 www.delanceytech.com

360/518

Compensation Details


Name	Jathin B.R	Effective Date	21-Aug-24
Designation	Trainee Engineer		


Sl.No.	Particulars	Compensation
1	Basic Salary	9,684
2	House Rent Allowance	3,874
3	Special Allowance	8,452
4	Food Allowance	2,200
	Monthly Gross Salary	24,210
	Annual Gross Salary (A)	2,90,514
5	Provident Fund (12% of Basic Salary)	21,600
6	Gratuity (4.81% of Basic Salary)	5,587
7	Health Insurance	15,000
	Annual Retirals / Benefits (B)	42,187
(I)	Fixed Pay (A+B)	3,32,701
(II)	Variable Compensation on 100% Performance Achievement	29,051
	Total Cost to Company (I + II)	3,61,752
(III)	Variable Compensation on Additional Performance Achievement of 200%	29,051
	Total Potential Earnings	3,90,804

Note:

- Variable pay:
 - * Eligible for 0% to 10% of variable payout is subject to performance achievement of 100%
 - * Eligible for 0% to 10% of Additional Variable Payout is subject to Performance achievement of 200%.
- * Eligibility of Gratuity is subject to completion of 5 years of continuous service with the company.
- * Health Insurance is subject to the time-line of Corporate Insurance and premium coverage charges are applicable on a pro-rata basis.

For Diagnosys Electronics (I) Private Limited


Arkesh Jaigeeshavya
 Managing Director


PROFESSOR & HEAD
 DEPT. OF ELECTRONICS & COMMUNICATION ENG.
 RAJARAJESWARI COLLEGE OF ENGINEERING
 BANGALURU - 560 074
 Ramchalli Cross, Bengaluru-77

Employee Signature & Date

Date: 14-Aug-2024

Priyanka M
11th Cross, 2nd Main,
Agrahara Dasara Halli
Bangalore-560079

REF: ATS/HR/OL/2024-25/10

Subject: Offer of Employment

Dear Piyanka M

Congratulations!

Thank you for your interest in discussing an opportunity with us. Based on our discussions, we are pleased to offer you the position of **Trainee Engineer** in our company. Your place of posting will be in Bangalore.

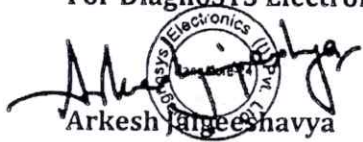
Your annual compensation is **Rs. 3,90,804/- (Rupees Three Lakh Ninety Thousand Eight Hundred and Four only)**. Annexure details out the compensation structure. Offer of an employment through this letter is valid for a period of one day for acceptance from the date of offer.

You will be on probation for a period of 6 months. Your day of joining is agreed as 21st Aug 2024. On your day of joining please report to Mr. Shanmuga Sundaram, at Diagnosys Electronics (I) Private Limited, Bangalore. Please carry the original documents along with an additional copy as specified in the joining checklist.

We are sure that our working environment will be conducive in helping you grow professionally as well as personally. We welcome you to being a part of the Astronics team and look forward to your valued contribution in taking Astronics to greater heights.

You are requested to return the duplicate copy of this letter as a token of your acceptance.

For Diagnosys Electronics (I) Private Limited,



Arkesh Jangeesnavya
Managing Director

(Enclosure: Annexure & Joining Checklist)



Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7



PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG
BENGALURU - 560 074

I have read and clearly understood all the terms and conditions of employment. I agree to abide by them and propose to join on 21st Aug 2024.

Employee Signature & Date



Date :30/04/2024

Dear Mr. V P Nikhil Kumar,

We are delighted to extend an offer of an internship at Pyrox I-City Pvt Ltd, Bangalore, for the position of Site Commissioning Trainee. Your impressive performance during the interview process has earned you a place in our esteemed organisation. We are confident that your skills coupled with our dynamic work environment, will contribute to a mutually beneficial professional association.

Internship Details

Position: Site Commissioning Trainee

Internship Start Date: Wednesday, 1st May, 2024

Internship Duration : 4 months

Stipend : Rs-10,000 per month

Upon the successful completion of your internship, subject to performance evaluation, we are pleased to offer you a full-time position with a competitive annual salary of around Rs 2.7LPA TO 3.5LPA. Additionally, your salary will include a variable pay component of up to 10%, depending on individual and company performance payable at the end of the year.

Terms and conditions

1. **Non-Compete Agreement:** As a condition of your employment, you agree not to engage in any competitive employment or business activities for a period of two years after the termination of your employment with Pyrox I-City Pvt. Ltd.

2. **Notice period:** You agree to provide a minimum flexible notice period of 1-3 months upon resignation. This notice period will allow our company sufficient time to find a suitable replacement and ensure a smooth transition.

We believe that your skills and dedication will make a significant contribution to our team. We are excited about the prospect of having you on our team and are confident that your internship will be a valuable learning experience.

Thank you for considering this offer, and we look forward to welcoming you to Pyrox I-City Pvt. Ltd.

Sincerely,
Vidyashree R
HR Admin
Pyrox I-City Pvt. Ltd.


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG.
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru 560 074
FIRE READY .net



Date :30/04/2024

Dear Mr. Ujwal E,

We are delighted to extend an offer of an internship at Pyrox I-City Pvt Ltd, Bangalore, for the position of Site Commissioning Trainee. Your impressive performance during the interview process has earned you a place in our esteemed organisation. We are confident that your skills coupled with our dynamic work environment, will contribute to a mutually beneficial professional association.

Internship Details

Position: Site Commissioning Trainee

Internship Start Date: Wednesday, 1st May, 2024

Internship Duration : 4 months

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Terms and conditions

1. **Non-Compete Agreement:** As a condition of your employment, you agree not to engage in any competitive employment or business activities for a period of two years after the termination of your employment with Pyrox I-City Pvt. Ltd.

2. **Notice period:** You agree to provide a minimum flexible notice period of 1-3 months upon resignation. This notice period will allow our company sufficient time to find a suitable replacement and ensure a smooth transition.

We believe that your skills and dedication will make a significant contribution to our team.

We are excited about the prospect of having you on our team and are confident that your internship will be a valuable learning experience.

Thank you for considering this offer, and we look forward to welcoming you to Pyrox I-City Pvt. Ltd.

Sincerely,
Vidyashree R
HR Admin
Pyrox I-City Pvt. Ltd.

PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG.
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALURU - 560 074

FIRE-READY.net

Date: 14-Aug-2024

Bhuvaneshwari
17th Cross, 2nd Main,
Raja Rajeshwari Nagar,
Bangalore-560098

REF: ATS/HR/OL/2024-25/09

Subject: Offer of Employment

Dear Bhuvaneshwari,

Congratulations!

Thank you for your interest in discussing an opportunity with us. Based on our discussions, we are pleased to offer you the position of **Trainee Engineer** in our company. Your place of posting will be in Bangalore.

Your annual compensation is **Rs. 3,90,804/- (Rupees Three Lakh Ninety Thousand Eight Hundred and Four only)**. Annexure details out the compensation structure. Offer of an employment through this letter is valid for a period of one day for acceptance from the date of offer.

You will be on probation for a period of 6 months. Your day of joining is agreed as 21st Aug 2024. On your day of joining please report to Mr. Shanmuga Sundaram, at Diagnosys Electronics (I) Private Limited, Bangalore. Please carry the original documents along with an additional copy as specified in the joining checklist.

We are sure that our working environment will be conducive in helping you grow professionally as well as personally. We welcome you to being a part of the Astronics team and look forward to your valued contribution in taking Astronics to greater heights.

You are requested to return the duplicate copy of this letter as a token of your acceptance.

For Diagnosys Electronics (I) Private Limited,


Managing Director

(Enclosure: Annexure & Joining Checklist)


Principal

RAJARAJESHWARI

COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore

I have read and clearly understood all the terms and conditions of employment. I agree to abide by them and propose to join on 21st Aug 2024.



Employee Signature & Date

DEPT. OF ELECTRONICS & COMMUNICATION ENG.
RAJARAJESHWARI COLLEGE OF ENGG.
BANGALURU - 560 074
FOR & HEAD

Confidential

Annexure

Compensation Details


Name	Jathin B.R	Effective Date	21-Aug-24
Designation	Trainee Engineer		

Sl.No.	Particulars	Compensation
1	Basic Salary	9,684
2	House Rent Allowance	3,874
3	Special Allowance	8,452
4	Food Allowance	2,200
	Monthly Gross Salary	24,210
	Annual Gross Salary (A)	2,90,514
5	Provident Fund (12% of Basic Salary)	21,600
6	Gratuity (4.81% of Basic Salary)	5,587
7	Health Insurance	15,000
	Annual Retirals / Benefits (B)	42,187
(I)	Fixed Pay (A+B)	3,32,701
(II)	Variable Compensation on 100% Performance Achievement	29,051
	Total Cost to Company (I + II)	3,61,752
(III)	Variable Compensation on Additional Performance Achievement of 200%	29,051
	Total Potential Earnings	3,90,804

Note:

- 1) Variable pay:
- (II) * Eligible for 0% to 10% of variable payout is subject to performance achievement of 100%
- (II)* Eligible for 0% to 10% of Additional Variable Payout is subject to Performance achievement of 200%.
- 2) * Eligibility of Gratuity is subject to completion of 5 years of continuous service with the company.
- 3) * Health Insurance is subject to the time-line of Corporate Insurance and premium coverage charges are applicable on a pro-rata basis.

For DiagnosSYS Electronics (I) Private Limited


Arkesh Jaigeeshavya
 Managing Director



Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

BANGALURU - 560 074

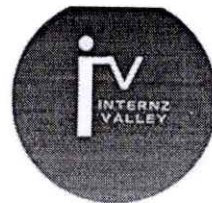
RAJARAJESWARI COLLEGE OF ENGINEERING

Channarayana Halli Cross, Bengaluru-77

DEPT. OF ELECTRONICS & COMMUNICATION ENGINEERING

HEAD

Employee Signature & Date



Internship Offer Acceptance: If you choose to accept this offer please sign and return a copy of offer letter by 08/09/2024 to hr@internzvalley.com if you have any questions need further clarification kindly mail us to hr@internzvalley.com.

The specific documents required for onboarding:

1. Offer letter (Two Colour Copy)
2. Two Colour Photograph.
3. **Identification documents:** Typically, you will be required to provide proof of your identity, such as a valid passport, driver's license, or national identification card. This is to establish your legal eligibility to work.
4. **Banking details:** You will need to provide your banking information, including the account number and routing number, for salary deposits.
5. **Emergency contact information:** You will be asked to provide the contact details of one or more individuals to be contacted in case of an emergency.
6. **Education and professional qualifications:** Depending on the nature of your role, you may be asked to provide copies of your educational certificates, degrees, or professional licenses to verify your qualifications.
7. Original Document for verification purpose (10th, 12th, Degree Marks sheet any one).

We are excited to welcome you to our team and look forward to a mutually beneficial and successful internship experience. Congratulations once again on your selection, and we believe that this opportunity will be an enriching step towards your professional growth.

Thank you for considering this internship opportunity with Internzvalley. We are confident that your contributions will be valuable, and we are excited to have you on board.

Sincerely,

HR
Internzvalley

PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG
BENGALURU - 560 074

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Date: _____

Signature: _____



OL No: IV01446

Offer Letter

Dear Neelavathi S,

We are delighted to extend an offer to you for the position of **Academic Councillor** at Internzvalley. After carefully considering your qualifications and interview performance, we believe that your skills, enthusiasm and potential will greatly contribute to our team and provide you with valuable learning opportunities.

Internship Position: **Academic Councillor**

Tenure: 6 Months

Reporting Date: 11/09/2024

On Site Training Period: 11/09/2024 To 20/09/2024

On Job Training Start Date: 21/09/2024

On Job Training End Date: 10/03/2025

Target: 1,00,000 Per Month

Pre-placement offer (After completion of On Job Training): 4 LPA to 5 LPA

Work Schedule: 8hrs per day to be worked between 11Am to 8Pm on Monday to Sunday (One Rotational Week Off Between Monday to Friday).

Location: Bangalore

Internship Stipend: You will be eligible for a stipend of 16,000 and incentives up to 10,000. The stipend will be paid monthly, and will be subject to applicable deductions.

Internship Responsibility: During this internship, you will be involved in various tasks and Responsibility related to Business Development. This responsibility is designed to provide you with a comprehensive understanding of our industry. enhance your skills. and contribute to the overall goals of our organization.

Internship Benefits: As an intern at Internzvalley, you will have access to certain benefits, which may include Incentives, professional development opportunities, access to company resources.

Confidentiality and Non-Disclosure: You will be required to sign a confidentiality and nondisclosure agreement to protect the sensitive and proprietary information you may have access to during the course of your internship.

Training Period: During this training period for first 10 days will be considered as unpaid.

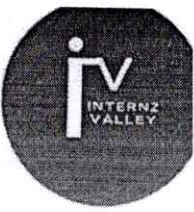
Conclusion of Employment: If you decide to discontinue your Internship/Employment in-between or before the Tenure mentioned above you are entitled to serve one month of notice period (30 days) In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1-month stipend and you can be relieved from the company and return all the property of the company including electronically stored information.

Date: _____

PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG.
RAJARAJESWARI COLLEGE OF ENGG
BANGALURU - 560 074

Signature: _____

RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramchhalli Cross, Bengaluru-74



Internship Offer Acceptance: If you choose to accept this offer please sign and return a copy of offer letter by 08/09/2024 to hr@internzvalley.com if you have any questions need further clarification kindly mail us to hr@internzvalley.com.

The specific documents required for onboarding:

1. Offer letter (Two Colour Copy)
2. Two Colour Photograph.
3. **Identification documents:** Typically, you will be required to provide proof of your identity, such as a valid passport, driver's license, or national identification card. This is to establish your legal eligibility to work.
4. **Banking details:** You will need to provide your banking information, including the account number and routing number, for salary deposits.
5. **Emergency contact information:** You will be asked to provide the contact details of one or more individuals to be contacted in case of an emergency.
6. **Education and professional qualifications:** Depending on the nature of your role, you may be asked to provide copies of your educational certificates, degrees, or professional licenses to verify your qualifications.
7. Original Document for verification purpose (10th, 12th, Degree Marks sheet any one).

We are excited to welcome you to our team and look forward to a mutually beneficial and successful internship experience. Congratulations once again on your selection, and we believe that this opportunity will be an enriching step towards your professional growth.

Thank you for considering this internship opportunity with Internzvalley. We are confident that your contributions will be valuable, and we are excited to have you on board.

Sincerely,

HR
Internzvalley

PRINCIPAL & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG.
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
11, Cross, Bengaluru-74

Date: _____

Signature: _____



OL No: IV01446

Offer Letter

Dear Dhananjaya,

We are delighted to extend an offer to you for the position of **Academic Councillor** at Internzvalley. After carefully considering your qualifications and interview performance, we believe that your skills, enthusiasm and potential will greatly contribute to our team and provide you with valuable learning opportunities.

Internship Position: **Academic Councillor**

Tenure: 6 Months

Reporting Date: 11/09/2024

On Site Training Period: 11/09/2024 To 20/09/2024

On Job Training Start Date: 21/09/2024

On Job Training End Date: 10/03/2025

Target: 1,00,000 Per Month

Pre-placement offer (After completion of On Job Training): 4 LPA to 5 LPA

Work Schedule: 8hrs per day to be worked between 11Am to 8Pm on Monday to Sunday (One Rotational Week Off Between Monday to Friday).

Location: Bangalore

Internship Stipend: You will be eligible for a stipend of 16,000 and incentives up to 10,000. The stipend will be paid monthly, and will be subject to applicable deductions.

Internship Responsibility: During this internship, you will be involved in various tasks and Responsibility related to Business Development. This responsibility is designed to provide you with a comprehensive understanding of our industry. enhance your skills. and contribute to the overall goals of our organization.

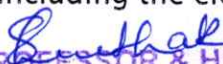
Internship Benefits: As an intern at Internzvalley, you will have access to certain benefits, which may include Incentives, professional development opportunities, access to company resources.

Confidentiality and Non-Disclosure: You will be required to sign a confidentiality and nondisclosure agreement to protect the sensitive and proprietary information you may have access to during the course of your internship.

Training Period: During this training period for first 10 days will be considered as unpaid.

Conclusion of Employment: If you decide to discontinue your Internship/Employment in-between or before the Tenure mentioned above you are entitled to serve one month of notice period (30 days) In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1-month stipend and you can be relieved from the company and return all the property of the company including the electronically stored information.

Date: _____


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG

Signature: _____



Date :30/04/2024

Dear Mr. Shreyas D Mahendrakar

We are delighted to extend an offer of an internship at Pyrox I-City Pvt Ltd, Bangalore, for the position of Site Commissioning Trainee. Your impressive performance during the interview process has earned you a place in our esteemed organisation. We are confident that your skills coupled with our dynamic work environment, will contribute to a mutually beneficial professional association.

Internship Details

Position: Site Commissioning Trainee

Internship Start Date: Wednesday, 1st May, 2024

Internship Duration : 4 months

Stipend : Rs-10,000 per month

Upon the successful completion of your internship, subject to performance evaluation, we are pleased to offer you a full-time position with a competitive annual salary of around Rs 2.7LPA TO 3.5LPA. Additionally, your salary will include a variable pay component of up to 10%, depending on individual and company performance payable at the end of the year.

Terms and conditions

1. **Non-Compete Agreement:** As a condition of your employment, you agree not to engage in any competitive employment or business activities for a period of two years after the termination of your employment with Pyrox I-City Pvt. Ltd.

2. **Notice period:** You agree to provide a minimum flexible notice period of 1-3 months upon resignation. This notice period will allow our company sufficient time to find a suitable replacement and ensure a smooth transition.

We believe that your skills and dedication will make a significant contribution to our team.

We are excited about the prospect of having you on our team and are confident that your internship will be a valuable learning experience.

Thank you for considering this offer, and we look forward to welcoming you to Pyrox I-City Pvt. Ltd.

Sincerely,
Vidyashree R
HR Admin
Pyrox I-City Pvt. Ltd.


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION EN
RAJARAJESWARI COLLEGE OF ENGG
BENGALURU - 560 074


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74
FIRE-READY.net



Date :30/04/2024

Dear Ms. Rakshitha M R

We are delighted to extend an offer of an internship at Pyrox I-City Pvt Ltd, Bangalore, for the position of Site Commissioning Trainee. Your impressive performance during the interview process has earned you a place in our esteemed organisation. We are confident that your skills coupled with our dynamic work environment, will contribute to a mutually beneficial professional association.

Internship Details

Position: Site Commissioning Trainee

Internship Start Date: Wednesday, 1st May, 2024

Internship Duration : 4 months

Stipend : Rs-10,000 per month

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Thank you for considering this offer, and we look forward to welcoming you to Pyrox I-City Pvt.Ltd.

Sincerely,
Vidyashree R
HR Admin
Pyrox I-City Pvt. Ltd.


PROFESSOR & HEAD
DEPT. OF ELECTRONICS & COMMUNICATION ENG
RAJARAJESWARI COLLEGE OF ENGG.
BENGALURU - 560 074


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Hamballi Cross, Bengaluru-74

FIRE-READY.net

KALPA ELECTRIKAL PVT. LTD.,



P.B. No. 4413, 149/25, III Main, Industrial Town, Rajajinagar, Bangalore - 560 010.
Tel : 23303103, 23356049, 23405248, Fax : 23116165
E-mail : sales@kalpaelectrikal.com / info@kalpaelectrikal.com
accounts@kalpaelectrikal.com / Website : www.kalpaelectrikal.com
CIN NO : U31939KA1989PTC010542 / GST NO : 29AAACK7799P1ZD

Sub: Offer Letter

Dear Mr. LINGARAJ C S,

Date: 06-05-2024

With reference to your application and the subsequent interview you had with us, we are pleased to offer you "Testing Engineer" for "BANGALORE".

Your Date of Joining is on 6th May 2024 (06/05/2024).

Your Gross Salary will be Rs.20,000 /- Per Month (Twenty Thousand Rupees Only).

You will be on probation for a period of Six Months & while leaving you need to serve a 60 days' notice period or you need to pay 30 days salary to the organization.

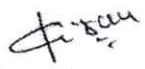
You are required to submit the below documents in the time of Joining.

- Update profile
- All experience and educational certificates
- Address Proof (Pan card/Passport/Voter ID/Driving Licence)
- 4 Passport size photographs
- Pay slip & Bank Statement

Your letter of appointment incorporating details of remuneration, other terms and conditions of employment will be issued on joining the service of our company. This offer letter is based on the information furnished in your application and on satisfactory reference checks. If at any time, in future it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

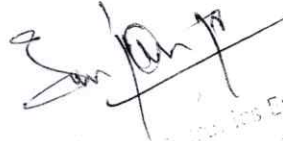
You have to sign the NDA as per the company terms and conditions and you have to forward your scan copies of your original Aadhaar, PAN and other address proof for the same. Kindly acknowledge this mail and send the scan copies at the earliest.

Please return this duplicate copy of this letter duly signed. As a token of your acceptance.


Kiran Kumar K S

Human Resource

Kalpa Elektrikal Pvt. Ltd.


Lingaraj C S


Principal
BAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A

Mfrs & Exporters of : LV & HV Instrument Transformer, Control Power, Distribution Transformer & Reactors



Certified by
Bureau of Indian
Standards

374 / 518



KALPA ELECTRIKAL PVT. LTD.

P.B. No. 4413, 149/25, III Main, Industrial Town, Rajajinagar, Bangalore - 560 010.
 Tel : 23303103, 23356049, 23405248, Fax : 23116165
 E-mail : sales@kalpaelectrikal.com / info@kalpaelectrikal.com
 accounts@kalpaelectrikal.com / Website : www.kalpaelectrikal.com
 CIN NO : U31909KA1989PTC010542 / GST NO : 29AAACK7799P1ZD



SALARY BREAKUP

Components	Monthly Salary Breakup	Annual Salary Breakup
Fixed Components:		
Basic + DA		
	8500	102000
HRA	6000	72000
Conveyance Allowances	2750	33000
Medical Allowance	2750	33000
GROSS SALARY (A)	20000	240000
DEDUCTION		
PF(a)	1020	12240
PT(b)	0	0
ESI	150	1800
NET SALARY (A-a-b)	18830	225960
ESI Employer Contribution	650	7800
Bonus (B)	1667	20000
PF Employer contribution (C)	1020	12240
TOTAL CTC (A+B+C)	23337	280040

Kiran
 Kiran Kumar K S
 Human Resource
 Kalpa Elektrikal Pvt. Ltd.

Lingaraj C.S
 Candidate Signature

[Signature]
 Professor & HOD
 Dept. of Electrical & Electronics Engg.
 Rajarajeswari College Of Engineering
 Bengaluru-74

[Signature]
 Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
 General Road, Bengaluru-74

Mfrs & Exporters of : LV & HV Instrument Transformer, Control Transformer, Distribution Transformer & Reactors, Bengaluru-74



Certified by
 Bureau of Indian
 Standards



TECH
mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2308192/ELTP-CAMPUS / 2024

21-May-2024

Subject: Letter of Intent

Dear Mr. Rakesh M,

This refers to the campus interview that you had attended.

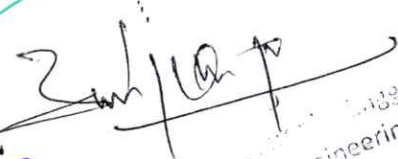
We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- o You are being medically fit.
- o You have completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course.

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

- o You will be under probation for a period of **6 (Six) months** from the date of joining.
- o You will be eligible for an Annual Salary package of **INR 325000 (Indian Rupees Three Lakh Twenty-Five Thousand)**. Please refer to **Annexure - A** for breakup of your intended Annual Salary package.
- o In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- o At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- o You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A


Dept. of Engineering
Rajarajeswari College Of Engineering
Bengaluru-74



Page | 1

TECH
mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

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

This Letter of Intent shall cease to be valid on **31-Oct-24** or issue of Offer of Appointment, whichever is earlier.

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

Yours sincerely,
For Tech Mahindra Limited,

Krishna Ramaswamy

Head - Resource Management Group



Professor & HOD
Dept. of Electrical & Electronics Engg.
Rajarajeshwari College Of Engineering
Bengaluru-74



Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Bamohalli Cross, Bengaluru-74

Annexure - A

Total Cost to Company (TCC) (Per Annum)	325000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@40% of Total Fixed Pay)	111397
HRA (@70% of Basic Pay)	77978
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13368
Flexible Components of TFP ^	27750
Total Fixed Pay (Per Annum)	278493
Total Variable Pay (TVP) (Per Annum) (*)	30944
Total (A)	309437
Additional Benefits (B)	15563
Gratuity	5359
Insurance Premiums (towards GTLI, GMIP and GPAI)	10204
Total Cost to Company (Per Annum) ---(A) + (B)	325000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12000
Meal Card (Max INR. 2200 per month)	26400
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs.	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Rajan
Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Amohalli Cross, Bengaluru-74

Rakesh

Rajan

Professor & HOD
Dept. of Electrical & Electronics Engg.
Rajarajeswari College Of Engineering
Bengaluru-74



The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
<https://maps.app.goo.gl/9G9pNvJm>
eXFhXxCr5.
Ashish@codeyoung.com

Employment Offer and Employment Agreement

26th Nov 2023,

Dear B Somendran,

Further to your recent interview, conditional on and subject to no adverse findings arising from an of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is 5th February 2024.

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment.

For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period by without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.

[Handwritten signature]
Principal & HOD
of Electrical & Electronic Engg.
College Of Engg. & Tech
74

[Handwritten signature]
Principal

BAJARAJESWARI
COLLEGE OF ENGINEERING
Rambhalli Cross, Bengaluru-74



The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
[https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5](https://maps.app.goo.gl/9G9pNvJm
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Ashish@codeyoung.com

Employment Offer and Employment Agreement

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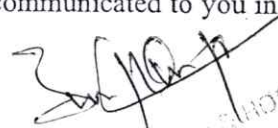
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Principal

Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Amchalli Cross, Bengaluru-74



HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be INR 7,36,000 per annum. INR 4,36,000 is fixed (per annum) and INR 3,00,000 is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee's contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹200,000	₹16,667
2	House Rent Allowance	₹80,000	₹6,667
3	LTA	₹20,000	₹1,667
4	Special Allowances	₹76,600	₹6,383
5	Night Allowance	₹36,000	₹3,000
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436,000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
3	Health Insurance	₹4,800	₹400
B	Total Deductions	₹28,800	₹2,400
A - B	Net Salary	₹383,800	₹31,983

With regards,
Shailendra Dhakad
Director Codeyoung

[Handwritten Signature]

Principal & Head
of Electrical & Electronics
Engineering Deptt.
Codeyoung

[Handwritten Signature]
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-



JOB TITLE: International Sales Specialist.

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

3. COMPENSATION

Your remuneration shall be as per Annexure titled "Compensation"

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.

In the event of an Income tax liability or any other tax liability or any statutory charges arising as a result of your employment with the Company, these will be borne by yourselves and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with Company.

4. SALARY REVISIONS

The Company may undertake periodic review of salaries, and will notify of any amendments, which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed your entitlement, an appropriate deduction will be made from your full and final payout. Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable. If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.

[Handwritten Signature]

Professor & HOD
Electronics Engg

[Handwritten Signature]

RRGE
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
[https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5](https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5)
Ashish@codeyoung.com

Employment Offer and Employment Agreement

26th Nov 2023,

Dear Singh Piyush Kumar,

Further to your recent interview, conditional on and subject to no adverse findings arising from an of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **5th February 2024**.

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment.

For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period by without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.


Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

JOB TITLE: International Sales Specialist.

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

3. COMPENSATION

Your remuneration shall be as per Annexure titled "Compensation"

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.

In the event of an Income tax liability or any other tax liability or any statutory charges arising as a result of your employment with the Company, these will be borne by yourselves and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with Company.

4. SALARY REVISIONS

The Company may undertake periodic review of salaries, and will notify of any amendments, which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed your entitlement, an appropriate deduction will be made from your full and final payout. Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable. If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.


Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Samballi Cross, Bengaluru 74



6. HOURS OF WORK

Your usual working hours shall be 10pm to 7am, however in interest of business such hours may be extended. Work days are from Tuesday to Sunday, with Monday being a week off. The timings and work days are subject to change based on the management's decision.

7. ADDITIONAL HOURS

Subject to your role qualifying for overtime under applicable statutory provisions, if occasions arise when you may be required to work additional hours beyond normal hours.

8. PLACE OF WORK AND MOBILITY

Your usual location of work will be **Bangalore**. However, you may be required from time to time to work at or from any office or location of the Company or within different companies affiliated to Codeyoung. A change of your place of residence may be required from time to time and you may be transferred from one city to another for business needs of the Company. In case of transfer, your transfer shall be subject to Relocation Policy.

9. RETIREMENT

Normal retirement in the company is at age 58. Your employment will terminate automatically at the end of the month in which your 58th birthday occurs, unless you are otherwise advised by individual notice. You may also be retired earlier if found to be medically unfit or suffer any other incapacity that may impact the effective performance of your services.

10. RULES AND REGULATIONS

Codeyoung is a business based on integrity and mutual trust. In order to maintain and safeguard the trust and confidence of customers and the public certain ethical principles and standards of conduct have to be maintained.

In addition to any requirement under the Code of Conduct, you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and or being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment.


Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A

Other specific rules and regulations will be notified by the Company from time to time. Policies, Code of Conduct, rules and regulations may be amended from time to time. You are required to keep yourself updated of such changes

11. CONFIDENTIALITY

As a condition of employment, you are required to sign and return the Non-Disclosure Agreement in Annexure that pledges confidentiality on all business matters appertaining to the Codeyoung, its subsidiaries, the company, and its customers. A breach of confidentiality is a material breach and may result in disciplinary proceedings including but not limited to injunction, termination of employment or claims of damages.

12. PROTECTION OF PERSONAL DATA

The Codeyoung adopts industry-standard software for maintenance of employee and customer data and Personal data of employees and customer data. Such data may be processed for human resources administration purposes, including payroll administration, career development, performance and health and safety administration and such business and operational needs. In order to process your personal data, the Company needs your consent. A format of such consent is enclosed with this letter. We request you to read and confirm your consent and return the Consent to us. Access to information systems and your personal data will be protected in accordance with our standard practices.

13. USE OF SOFTWARE AND SYSTEMS ACCESS

You are required to follow policies, rules and procedures laid down by the Company in this letter and those subsequently notified by the Company

14. DATA PROTECTION

Under the Company's policies, you have a responsibility to ensure that all personal data, confidential information you process or possess, is kept protected. Unauthorized disclosure of personal data of any one, yourself, your colleagues, vendors or customers is a material breach and may result in disciplinary action including but not limited to termination of employment and other actions as may be necessary under the applicable laws governing data protection. Therefore, you must ensure that you do the following in addition to all other guidance regarding data protection you may receive from the Company from time to time:

- Do not disclose personal data without authority

RAJ
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommalalli Cross, Bengaluru 74

- Do not access information or systems not directly relevant to each task
- Do not treat personal data carelessly
- lock all printouts away when not in use
- Do not disclose your computer password to any unauthorized person.

Under the Company's policies, it is important that the Company's internal, restricted or highly restricted personal records are maintained as accurately as possible. Hence, you must notify the Company in writing of any change in your personal circumstances, such as your address, marital status, birth of children, attainment of professional qualifications, and so forth.

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

Post confirmation, except where your employment is terminated on the grounds of misconduct, poor work performance, breach of employment terms or policies, breach of laws, you are entitled to a prior notice of termination of **1 month** from the Company, or pay in lieu of notice period.

In the event of misconduct, poor work performance, breach of policies, Code of Conduct, involvement in any criminal activity of sexual harassment incident or similar such reasons, the notice period of one month shall not apply and services may require to be terminated at shorter notice.

Notice of Termination may be handed to you personally, by email or sent to your last recorded address. The Company reserves the right to ask that you no longer work at your office location for the duration of your notice period in case circumstances so require. During the notice period it is mandatory to deliver at least 80% of your target for successful relieving. The company reserves all the rights to withhold your relieving documents and full and final settlement in case of unsatisfactory or poor work performance, breach of policies, misconduct, or any other disciplinary issues during the notice period.

16. TERMINATION OF EMPLOYMENT BY YOU

During probation, you are required to give the company at least one calendar months' notice in writing. Post confirmation, you are required to give the company a minimum of **2 months'** notice in writing. Where notice period as per terms of employment is not served, pay in lieu of notice period would be reduced from the final settlement dues to the employee. Upon immediate termination of employment by you, you will have to compensate by paying up to an amount equal to 2 month's salary to the Company in lieu of the notice period.


Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Amohalli Cross, Bengaluru-74

17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

You shall immediately return all computers, software, access cards, work deliverables, completed or work in progress and any other Codeyoung provided property upon your end of employment. You shall not make any copies of work products or software or retain any of Codeyoung assets in your possession after your employment with Codeyoung comes to an end. You understand that a breach of this obligation entitles Codeyoung to take civil and criminal actions as applicable for recovery of its assets.

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES


In consideration of your employment, you agree and hereby assign all intellectual property rights copyrights, patents, trademarks, design rights or any other proprietary right and moral rights assignable to Codeyoung in all deliverables you create in the course of your employment including but not limited to software codes, reports, algorithms, analysis etc. You shall not retain any copies of the same in your personal computer or mail systems. You understand that intellectual property is a vital asset for Codeyoung and any wrongful disclosure or handling of the same shall result in irreparable loss and injury to Codeyoung and allow Codeyoung to prosecute a legal action, claim damages or injunctions. You shall not use third party's proprietary material or their intellectual property without appropriate authorisations and licenses to produce your work deliverables for Codeyoung.

19. INDEMNIFICATIONS

You understand that breaching actions of yours such as breach of confidentiality, breach of applicable laws, breach of data protection obligations, breach of intellectual property rights may cause Codeyoung financial, reputational or goodwill loss, hence you shall at all times indemnify Codeyoung, its directors, third parties and employees from and against any claims, losses or damages arising from your breaches or unlawful activities

20. NON -SOLICITATION

You shall not directly or indirectly induce, influence, coerce, solicit away any of Codeyoung's customers or employees. This restriction applies during your tenure with Codeyoung and for a duration of two years after termination of your engagement with Codeyoung, regard less of the reason for termination of your engagement with Codeyoung.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramchalli Cross, Bengaluru-7A

21. AMENDMENTS


All enclosures herewith are deemed part of your employment agreement with the Company. Please note that the Company reserves all rights to modify, amend, or introduce new policies, procedures, or guidelines as deemed necessary to fulfill business requirements. These changes may occur at any time and without prior notice. The Company will make reasonable efforts to communicate such changes, but it is understood that it is the employee's responsibility to stay informed and comply with the updated policies and procedures. The Company will not be liable for any losses or damages incurred as a result of changes to policies or procedures.

22. EXCLUSIVE JURISDICTION

Your employment and conditions of employment are exclusively governed by the laws of India and the courts of Bangalore shall have the exclusive jurisdiction on any dispute arising on matters related to your employment.

23. SEVERABILITY

If any part of this agreement is held invalid, void or unenforceable, the remainder of the terms shall continue to be fully enforceable minus the portion which is not enforceable


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7#

CONFIRMATION OF ACCEPTANCE

We request you to complete and return a copy of this letter as a token of written acceptance of this offer. If we do not receive a written acceptance as above from you within 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A



HR 2.01 F5 -- Acceptance of Software and Systems usage.

To

Codeyoung

("Thecompany")

The Company forbids the use of unauthorized software on any company equipment or the use of authorized software on any personal or non-company issued equipment. The Company forbids unauthorized access, or any unauthorized attempt to access, any data maintained on any computer systems.

Unauthorized software comprises any software that is not on the Codeyoung IT list of approved software or which has not been procured via the authorized procurement channels and includes any unsolicited software, demonstration software that has not been previously checked by Codeyoung IT security or an authorized agency of Codeyoung IT security, and any software that is delivered in such a way that it may have been tampered with.

Unless the prior specific approval of senior management is obtained, the use of unauthorized software on Company equipment or other breach of the above will be viewed as gross misconduct and an extremely serious violation of the Company's regulations, which may lead to disciplinary action including but not limited to termination, or other appropriate action as necessary by the Company.

I confirm that I have read and understood the above conditions on the use of unauthorized software and systems. I also understand that the Company may from time to time notify amendments or additional conditions or Policies governing access, use and protection of data, systems and software and I agree to abide by them in full compliance thereof.

Name: SHANU RENUKA KUMAR

Date: 09/02/24

Signature: 


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A

HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).

2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.

3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.

4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):

5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;

- a. Codeyoung staff training video on data protection;
- b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.


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COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

6. I also confirm that I shall read or view, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, any other rules or requirements (whether in relation to the data protection legislation referred to in paragraph 4(b) above or otherwise) advised to me by Codeyoung.

I confirm that I have read and understood the above conditions. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE

DATE



09/02/24



Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bengaluru-7A





DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

I have never been convicted of a criminal offence involving fraud or dishonesty; and

I have never been declared bankrupt.

Signed 

Name SINGH PIVUSH KUMAR SHYAM KUMAR

Codeyoung Dept. / Job title_ ISE (International executive)

Date 09/02/24


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A

INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

1. Usage of or access to the Internet, computer and software 'equipment' wherever situated in Codeyoung premises or those made available by Codeyoung, its customers or business partners is to be conducted in a business-like and professional manner. Use of Email and computer systems are provided for Codeyoung's business matters only. Any breach is subject to disciplinary procedure, up to and including revocation of access privileges and termination of employment.

Internet and Email access is not to be used for the following purposes, which are expressly forbidden: solicitation of correspondence unrelated to business activities, illegal, libellous or offensive messages, prejudice or harassment whether racial, sexual or of any other kind, action prejudicial to another's business, his reputation or his Internet access (flaming, spamming etc.), for download of pornography, games software or other salacious or frivolous material, for obtaining or purchasing executable (exe) software without specific prior approval or video, audio or music material, nor for participation in news - groups, use-groups or chat-rooms, nor for issuance of any form of formally unauthorized business advice.

2. No legal commitment by Email on behalf of any member of Codeyoung, or for the conclusion of any form of commercial contractual agreement; nor for communication of any advertising/marketing material without prior approval of an authorized person must be made.

3. The user shall respect and abide by all applicable laws, including confidentiality, copyright and data protection laws. In particular the user must not copy or transmit to third parties the works of others without their permission as this may infringe copyright.

4. Hard copies must be taken of any electronic mail messages which need to be retained for regulatory or other legal purposes, as advised by the Compliance function. Comment – Codeyoung Management to assess if they like to retain this practice.

5. The user must not import files or messages without ensuring that they have first been scanned for viruses.

6. The user will bear in mind at all times that electronic mail messages, however confidential or damaging, may have to be disclosed in court proceedings or investigations.

7. Codeyoung is entitled at any time to examine the computer systems and/or download details of and/or monitor any usage of any kind by the user of the Internet including, without limitation, any Email messages, whether or not created by the user, the content of any pages downloaded and any mechanisms which record the user's use of the Internet.


Principal

**RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A**




I Singh Piyush Kumar,

The user acknowledges receipt of the above conditions (which I have read and understood). I accept and agree to comply with, all the matters referred to in them. I understand that failure to do so may result in disciplinary action against me. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE

Piyush Kumar


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7

DATE

09/10/24



HR 2.01 F10 – Data Consent Form

Personal data - Consent

In consideration of being evaluated for employment by Codeyoung, for purposes of pre - employment, during employment and post-employment processing of my personal data

I hereby expressly agree and consent as follows:

Codeyoung or its authorized agents or service providers or third parties including platforms or aggregators may collect, process and disclose my personal information/data to verify the accuracy of the information I have provided in my application form or during my recruitment process, by conducting appropriate background checks. In this regard, Codeyoung may, amongst other, obtain a personal credit report, conduct a criminal record search, and contact the persons I have appointed as personal references during my recruitment.

I understand and agree that:

My personal information/data may be processed, analyzed and accessed by or on behalf of Codeyoung by third parties whether based in India or other locations, where there may be less stringent data protection laws than in India.

Codeyoung shall protect my Personal Data in accordance with the applicable laws by using industry-standard security and protection protocols.

At any time Codeyoung or its authorized agents or service providers may request, collect, process and disclose my personal information/data for processing my salary, health insurance, employee benefits, for employment or other intranet or internet portals or platforms and other such operations lawfully necessary.

Date: 09/02/24

Signature: [Handwritten Signature]

Name - SINGH PINUJI KUMAR

[Handwritten Signature]
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A

HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and **INR 3,00,000** is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee’s contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹200,000	₹16,667
2	House Rent Allowance	₹80,000	₹6,667
3	LTA	₹20,000	₹1,667
4	Special Allowances	₹76,600	₹6,383
5	Night Allowance	₹36,000	₹3,000
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436,000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
3	Health Insurance	₹4,800	₹400
B	Total Deductions	₹28,800	₹2,400
A - B	Net Salary	₹383,800	₹31,983

With regards,
Shailendra Dhakad
Director Codeyoung


 Principal
RAJARAJESWARI

FOS /HRD /2023-24

Dated: 28/12/2023

Mr. Ankesh B.N
Near Saptagiri
TVS Snathepete
Sira - 572131

OFFER LETTER

This has reference to your application to us for the post of **Trainee Graduate Engineer** and the subsequent interview conducted 22/12/2023. We are pleased to inform you that you have been selected and you can resume duty with effect from 1st January 2024.

You will be on a Training period for a period of one year or earlier depending upon your performance. A Stipend of Rs. 16000 + ESI benefit will be paid during the training period.

For Featherlite Office Systems (P) Ltd.,

Kavitha U.
(Kavitha U)
Senior HR – Manager.

Raj
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7A

FEATHERLITE OFFICE SYSTEMS (P) LTD

83 & 88/1, Bangalore - Mysore Road,
Hejjala Circle, Ramanagaram Dist.
Code - 562 109.

Tel : 28437778
Fax : 28437771

website : www.featherlitefurniture.com

5.2.1 Number of placement of outgoing students during the year

Year	Sl.No	Program graduated from	Name of the employer with contact details	Pay package at appointment
2023-2024	1	Amogh M (6361120593)	ITC Infotech	4.25LPA
2023-2024	2	Prajwal R (7899309053)	ITC Infotech	4.25LPA
2023-2024	3	Rachana D Shetty (8660880559)	Maveric Systems	3.9 LPA
2023-2024	4	Harshitha D (7760355449)	Codegnan Destination	3 LPA
2023-2024	5	Deepthi R (7975784513)	Codegnan Destination	3 LPA
2023-2024	6	Kirana S (8618371287)	Palle Technologies	7 LPA
2023-2024	7	Meghana C V (6360802709)	Palle Technologies	7 LPA
2023-2024	8	Kushal K (63633777340)	Palle Technologies	7 LPA
2023-2024	9	Rashika M (9980903337)	Palle Technologies	7 LPA
2023-2024	10	Vijay G (8904497719)	Palle Technologies	7 LPA
2023-2024	11	Gouthami V N (8296841388)	Palle Technologies	7 LPA
2023-2024	12	Anusha Mahesh (7022450162)	Tech Mahindra	5.5 LPA
2023-2024	13	Manasa B J (8861929382)	Tech Mahindra	5.5 LPA
2023-2024	14	Nandan G Shetty (9353886601)	Talent Serve	12 LPA
2023-2024	15	Mudasir Ahmad Gujiri (7006895727)	Talent Serve	12 LPA
2023-2024	16	Manasa J (6363763033)	Talent Serve	12 LPA
2023-2024	17	Kavana (9380855529)	Talent Serve	12 LPA
2023-2024	18	Divyashree G (9980064221)	Talent Serve	12 LPA
2023-2024	19	Divyashree M L (8088519831)	TripFactory	2.5 LPA
2023-2024	20	Naveen A D (9606258657)	Centre for monitoring Indian Economy Pvt. Ltd	2 LPA
2023-2024	21	Thanush P (7026302046)	Pgmedica Overseas	2.16 LPA

RRCE

Amutharaj
 Dr.J. AMUTHARAJ, M.E., Ph.D., FIE.
 Professor & Head
 Dept. of Information Science & Engineering
 RAJARAJESWARI COLLEGE OF ENGINEERING
 BANGALORE - 560 074.

RJA
 Principal
 RAJARAJESWARI
 COLLEGE OF ENGINEERING
 Ramohalli Cross, Bengaluru-71

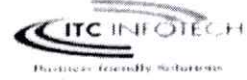
C Infotech India Ltd - Selection Confirmation - Campus Hiring 2024 Batch

message

Phanindra R S <Phanindra.RS@itcinfotech.com>
amoghm712@gmail.com <amoghm712@gmail.com>

Tue, 10 Oct, 2023 at 2:15 p

Campus 2024 Recruitment process



Dear Amogh M,
ITCI/2024/CAM/1515
Rajarajeshwari College Of Engineering

Greetings from ITC Infotech India Ltd!

Congratulations! We take pleasure in informing you that you have been selected in the campus recruitment process of ITC Infotech India Ltd.

Kindly consider this mail as a formal confirmation of your selection as per below details and conditions -

CTC Offered	4.25 LPA
Designation	Associate IT Consultant
Grade	IS1
Joining Location	Bangalore / Coimbatore / Pune / Kolkata / Guwahati (Allocation Basis business requirements)

- You should complete your graduation which you are now pursuing without any backlog at the time of joining.
- Secure the minimum academic percentage as prescribed in the hiring process 60% and above in the graduation.
- You shall initially undergo a mandatory training program with ITC Infotech, which helps you to transition into the various fresher roles at ITC Infotech and complete the courses offered with the minimum pass percentages indicated therein.
- Further a detailed offer letter indicating the offer stack/terms& conditions/policies will be shared with you upon conclusion of trainings provided by ITC Infotech.
- Your selection and this letter shall be terminated immediately if the above conditions are not met and accordingly the employment offer shall stand revoked immediately without notice.

In case of any further queries do reach out to us via email with the subject line "Campus Offer Confirmation - 2024 Batch"

Please acknowledge the receipt of this mail and indicate your acceptance through the MS Form which will be shared shortly.

Warm Regards,

Amogh M
Principal
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.
BANGALORE - 560 074.

Hanindra R S
Campus Recruitment Team
ITC Infotech India Ltd.

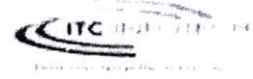
Disclaimer: This communication is for the exclusive use of the intended recipient(s) and shall not attach any liability on the originator ITC Infotech India Ltd./its Holding company/ its Subsidiaries/ its Group Companies. If you are the addressee, the contents of this email are intended for your use only and it shall not be forwarded to any third party, without first obtaining written authorization from the originator or ITC Infotech India Ltd./ its Holding company/its Subsidiaries/ its Group Companies. It may contain information which is confidential and legally privileged and the same shall not be used or dealt with by any third party in any manner whatsoever without the specific consent of ITC Infotech India Ltd./ its Holding company/ its Subsidiaries/ its Group Companies. If this email is received in error, please contact the System Administrator of ITC Infotech India Ltd. at Information.Security@itcinfotech.com by quoting the name of the sender and the email address to which it has been sent and then delete it. Please note that ITC Infotech India Ltd./its Holding company/ its Subsidiaries/its Group Companies accept no responsibility for viruses, and it is your responsibility to scan or otherwise check this email and any attachments. Please be advised that email communications will not result in an agreement binding ITC Infotech India Ltd./its Holding company/ its Subsidiaries/its Group Companies. Such contracts should be executed separately and only by managers authorized in this behalf.

[Handwritten signature]

[Handwritten signature]
Dr. J. ANITHA, B.A., M.E., Ph.D., FIE.
Professor & Head
Dept. of Information Science & Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

[Handwritten signature]
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-77

Campus 2024 Recruitment process



Dear Prajwal R,
ITCI/2024/CAM/1505
Rajarajeshwari College Of Engineering

Greetings from ITC Infotech India Ltd!

Congratulations! We take pleasure in informing you that you have been selected in the campus recruitment process of ITC Infotech India Ltd

Kindly consider this mail as a formal confirmation of your selection as per below details and conditions -

CTC Offered	4.25 LPA
Designation	Associate IT Consultant
Grade	IS1
Joining Location	Bangalore / Coimbatore / Pune / Kolkata / Guwahati (Allocation Basis business requirements)

- You should complete your graduation which you are now pursuing without any backlog at the time of joining
- Secure the minimum academic percentage as prescribed in the hiring process 60% and above in the graduation.
- You shall initially undergo a mandatory training program with ITC Infotech, which helps you to transition into the various fresher roles at ITC Infotech and complete the courses offered with the minimum pass percentages indicated therein.
- Further a detailed offer letter indicating the offer stack/terms& conditions/policies will be shared with you upon conclusion of trainings provided by ITC Infotech.
- Your selection and this letter shall be terminated immediately if the above conditions are not met and accordingly the employment offer shall stand revoked immediately without notice.

In case of any further queries do reach out to us via email with the subject line "Campus Offer Confirmation - 2024 Batch"

Please acknowledge the receipt of this mail and indicate your acceptance through the MS Form which will be shared shortly.

Warm Regards,
Phanindra R S
Campus Recruitment Team
ITC Infotech India Ltd.

Antony
Dr. ANANTHARAJ, M.E., Ph.D., FIE.
Senior Professor & Head
Dept. of Information Science & Engineering
RAJARAJESHWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

RASS

RASS
Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-77



Thursday, 28 December 2023

Rachana D Shetty
rachana22shetty@gmail.com
+ 91 08660880559

Dear Rachana D Shetty,

We are excited to have you join the Maveric Family.

Started in 2000, Maveric Systems is a niche, domain led, BankTech specialist.

We partner with global banks to solve their business challenges through emerging technology. Our 3000+ technology specialists and proven frameworks help our customers navigate a rapidly changing environment.

We accelerate digital transformation in retail, corporate and wealth management through –

- ▶ Inherent banking domain strength
- A customer intimacy led delivery model.
- ▶ Differentiated talent with layered competency (deep domain knowledge and tech leadership)

We have specialized competencies across Data, Digital, Core Banking and Quality Engineering. Through our commitment to finding the best solutions for customers, we have been able to establish ourselves as trusted partners to many global banks who expect us to deliver their challenging digital transformations.

We welcome you to join us in our Maveric 4.0 journey, where, by 2026, we aim to be one of the top 3 BankTech specialists transforming digital ecosystems globally in the retail, corporate and wealth management space.

What is in it for you?

- ▶ Scale Driven Opportunities
- ▶ Direct Customer Facing Engagement Opportunities
- ▶ Steep Learning Curve in the Banking domain

We look forward to seeing you onboard.

You can count on us to Accelerate Your Next.

Maveric Systems Limited (Head Office & Regd. Office) :

2nd Floor, 5th Block, DLF IT Park - SEZ, 1/124, Nandambakkam Post, Ramapuram, Mount Poonamallee Road, Chennai - 600089.

Phone: +91 44 4344 2500 | +91 44 4012 1212 | FAX: +91 44 2225 3001 | Email: info@maveric-systems.com

Website: www.maveric-systems.com | CIN No. U74140TN2000PLC045197

Amutha
Dr. J. AMUTHARAJ, M.E., Ph.D., FIE.
Professor & Head
Dept. of Information Science & Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

R+H
Principal

ACCELERATE RAJESWARI
NEXT COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-71

DATA | DIGITAL | CORE | QE



Please take time to carefully understand the remaining contents of this letter relating to your employment.

Designation: Test Associate - Delivery

Training & Probation Period:

You will be on training during your probation for a period of 6 months from the date of joining. The training period for 4 months and will take place at one of the three locations: Chennai/ Bangalore/ Pune. Associates must be ready / open to travel to scheduled locations during training. During the training, if you fail to meet the minimum required performance, you will be disqualified from the training. Your performance in the training during the probation period will be monitored and assessed, and necessary corrective actions will be taken from time to time. You are expected to be at your best behavior and performance always. On successful completion of the training and probation period, your services will be deemed confirmed, unless you receive prior intimation to the contrary.

Base Location:

Your base location will be Bangalore.

Reporting:

You will be reporting to Sony Susan , Executive - Competency Development at Maveric Systems on your date of joining and in the initial period prior to being assigned to a project.

Compensation:

Your Annual Compensation would be INR 350,000.00 (Three Lakhs Fifty Thousand only) Per annum paid in arrears on the last day of each month. The Proposed Salary Structure is given in Annexure - 1. Your compensation will be revised to INR 3,90,000 (Rupees Three Lakhs & Ninety Thousand Only) Per annum, and you will be redesignated as Test Engineer after your first performance appraisal in October - 2025, subject to a satisfactory performance.

Date of joining:

You will join Maveric Systems on Monday, 4 November 2024 at our Office. An appointment letter would be issued with the actual date of joining post completion of joining formalities. You need to carry the following documents on the first day at work.

- Photocopies of all education certificates (Mark sheets of 10th, 12th, UG, PG (if applicable), and the Degree certificates of UG and PG (if applicable)
- Photocopies of the Passport, Aadhar Card and PAN Card
- 8 passport size color photographs (on a white or grey background)
- Marriage Certificate (If applicable)

These documents are mandatory to complete the joining formalities without which your employee ID will not be generated.

ACCELERATE
NEXT

Dr. J. AMUTHARAJ, M.E., Ph.D., F.I.E.
Professor & Head
Dept. of Information Science & Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-77

Page 2 of 8



Notice Period: Termination

Your employment with the Company can be terminated by giving Ninety days' notice in writing from either side. Maveric Systems' disengagement policy mandates you to provide notice of at least three months (even during the probation period) in case of deciding to resign from the services. However, it is the sole discretion of the company to decide on the last working day. Full attendance is mandatory during the notice period, failing which the company may extend the notice period. In the event of any discrepancy, untrue information found in your application form or resume, negative background verification report, willful neglect of your duties, breach of trust, or gross indiscipline, Maveric Systems has the discretion to terminate your services without any notice or without any payment in-lieu of notice period or any liability whatsoever.

Work Hours:

You would be expected to work regular office hours (9 AM to 5:30 PM, Monday- Friday)

Transferability:

Maveric has multi geography delivery focus. This requires you to be open to taking up project-based engagements outside your home base and be open to transfers to other Maveric operations/ client locations.

Vacation:

You are eligible for 20 days of paid leave for every calendar year (Jan to Dec), prorated based on your date of joining. Please refer to our leave policy upon joining for further details.

Non- Circumvention:

You will not approach or induce/assist any other individual to approach any client of Maveric Systems, to sell testing or any other allied services for a period of 12 months from the date of separation from services to Maveric Systems in India or any other location that was assigned as your target market. To communicate this understanding in more formal terms, please find enclosed a separate Maveric Non-Circumvention Agreement. You are required to read the contents carefully and sign a copy of the same on your date of joining.

Confidentiality:

As an employee, you will be privy to information pertaining to Maveric Systems and It's Clients business from time-to-time. You will maintain confidentiality in all such information that you gain while in employment. To communicate this understanding in more formal terms, you will be provided a separate Maveric System Non-Disclosure Agreement. You are required to read the contents carefully and Sign a Copy of the same on your date Joining.

Offer Conditions:

Maveric Systems offer of employment is strictly conditional upon receipt of:

- a) A signed copy of this letter as acceptance of the terms of employment, on or before the prescribed date.
- b) Satisfactory references
- c) Confirmation of your qualifications and achievements (without any Arrears)
- d) Confirmation of work experience / qualification in the background verification. Should the background verification check fail at any point in time (even post of joining), the offer will stand void or revoked, and the employment can be terminated.

**ACCELERATE
NEXT**

D.J. Amutharaj
D.J. AMUTHARAJ, M.E., Ph.D., F.I.E.
Professor & Head
Dept. of Information Science & Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

RJA
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



e) During the term of your employment, you shall not engage in any other work which includes contracted assignment or freelancing, consulting services or any other employment for which you receive remuneration. Violation of this clause will be considered as material breach and Maveric shall terminate you at its own discretion including but not limited to claiming of damages caused by you

You agree that your employment with Maveric will be full time employment as defined under Shops and Establishment Act 1948, Industrial disputes Act 1947 or any other regulatory conditions as applicable and as amended from time to time.

If the above offer meets your expectations, you are requested to confirm your acceptance by returning the attached acknowledgment copy duly signed on, or before Monday, 4 November 2024 ,ailing which this offer will lapse.

I take this opportunity to welcome you to Maveric once again and trust you will have a rewarding experience!

Sincerely,

Maveric Systems Limited

Read & Accepted

Krishnakumar Ramachandran
Vice President-Talent Leadership

Rachana D Shetty
Date: 27/5/24

Offer Released on Thursday, 28 December 2023

Dr. J. AMUTHARAJ, M.E., Ph.D., F.I.E.
Professor & Head
Dept. of Information Science & Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

ACCELERATE
NEXT

Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7

Annexure:

- i. Breakup of annual CTC
- ii. Flexible Benefit Plan

Name: Rachana D Shetty

Designation: Test Associate - Delivery

Annexure I: CTC Structure

FIXED COMPENSATION STRUCTURE

COMPONENTS	PER MONTH	ANNUAL
A. MONTHLY ALLOWANCES		
BASIC	11,667	1,40,000
HRA/LEASE AMOUNT	5,833	70,000
CONVEYANCE ALLOWANCE	1,600	19,200
MEDICAL ALLOWANCE	1,250	15,000
ADVANCE STATUTORY BONUS	1,400	16,800
SPECIAL ALLOWANCE	4,528	54,331
GROSS TOTAL	26,278	3,15,331
B. ANNUAL LIMITS / CONTRIBUTIONS		
ESI CONTRIBUTION	0	0
EMPLOYEE CONTRIBUTION (MEDICAL & LIFE INSURANCE)		6338
GRATUITY		6731
C.C.P.F.	1,800	21,600
TOTAL		34,669
GRAND TOTAL (C.T.C.)		3,50,000
EMPLOYER CONTRIBUTION (MEDICAL, ACCIDENT & LIFE INSURANCE)		3,665
TOTAL COST TO COMPANY (T.C.C)		3,53,665

**ACCELERATE
NEXT**

Amutharaj
Dr. J. AMUTHARAJ, M.E., Ph.D., FIE.
 Professor & Head
 Dept. of Information Science & Engineering
 RAJARAJESWARI COLLEGE OF ENGINEERING
 BANGALORE - 560 074.

RJA
Principal
 RAJARAJESWARI
 COLLEGE OF ENGINEERING
 Ramohalli Cross, Bengaluru-7/

Annexure ii: Compensation and Benefits

Details of the elements that are included in the CTC structure are stated below:

- **Basic Salary:** Your basic salary will be INR 11,667 per month.

- **House Rent Allowance (HRA):**

Your HRA will be INR 5,833 per month. 50% of your monthly basic salary has been allocated towards HRA.

- **Conveyance allowance:**

You will be entitled to conveyance allowance amounting to INR 19,200 p.a. However, while computing TDS on salary, this amount will not be considered for calculation of income tax. No bills are required to be submitted.

- **Medical Allowance:**

You will be entitled to medical re-imbursalment amounting to INR 15000 p.a. However, while computing TDS on salary, this amount will not be considered for calculation of income tax. No bills are required to be submitted.

- **Special allowance:**

To better suit your needs, FBP provides flexibility to you in structuring your special allowance with the objective of making it more tax-friendly by opting components that are beneficial to you. Details of FBP are enclosed in annexure iii.

Retirals:

- **Provident Fund:**

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

- **ESIC:**

In the event you are eligible, you will be covered under the Employee's State Insurance Act, where in the Company will contribute towards ESIC at the statutory rate.

DATA | DIGITAL | DESIGN | GSE

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NEXT

Amutharaj
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BANGALORE - 560 074.

PPV
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



• **Gratuity:**

Upon cessation of employment after completion of continuous service of 4 years 8 months with the Company, you will be entitled to Gratuity as per the provisions of the Gratuity Act 1972.

Other benefits:

You may be entitled to the following benefits that are subject to any change made by the Company from time to time:

• **Annual Leave and Public Holidays:**

You are eligible for 20 days of paid leave (prorated based on date of joining) for every Calendar year (January 1st – December 31st). In addition, you will be entitled to statutory public holidays (public holiday-list will be provided on joining).

• **Group Medical Insurance:**

As per our Company's policy, you and your immediate family, as defined in the policy, will enjoy the security of the Company's Group Medical Insurance. The default sum insured is a substantial INR 5 Lakhs (Base Policy) for your family, encompassing the Employee, Spouse, and 2 Children. What's more, the total premium for this coverage during the period from Sep 2023 to Sep 2024, and it will be covered jointly by you and Maveric, with a 70:30 split. Rest assured, any changes to these contributions will be communicated to you promptly.

Should you require additional coverage on top of this default policy, you have the flexibility to opt for top-up coverage, ranging from 1 Lakh to an extensive 15 Lakhs. However, it's important to note that top-up coverage comes into play only when the default sum insured is fully utilized. The premium cost for top-up coverage is your responsibility. You'll have the opportunity to specify your choice of insurance coverage in the "Medical Insurance Registration" application after joining the company.

Furthermore, you have the privilege to extend this security to your parents or parent-in-laws under the Group Medical Parental Insurance. The entire premium for this extended coverage will be borne by you, and you can conveniently register this additional coverage in the "Medical Insurance Registration" application post your joining. The premium for this extended coverage will be deducted in three equal instalments. Your health and well-being are of paramount importance to us, and we are here to provide you with the guidance and information you need to make informed choices about your medical coverage.

• **EDLI/ GTLI:**

You are being covered under Employee Deposit Linked Scheme and your coverage towards term insurance will be INR 7,02,000. In addition, you are eligible for a minimum coverage of 15 Lakhs under Group Term Life Insurance. However, the coverage varies based on levels. In the event of unfortunate demise of the associate, sum assured will be paid to the nominee as registered in our records. The Premium for GTLI is borne under Co- Pay model between Maveric and the associate in 70:30 Ratio, respectively. Any change in premium contributions will be communicated to you time to time.

Note: GTLI/ EDLI clause is only for all regular employees in INDIA.

• **Group Personal Accident Insurance:**

You shall be covered under the Personal Accident Insurance Policy as held by the Company. The total insurance coverage is INR 10,00,000. This includes life coverage and coverage towards temporary and permanent disablement.

DATA | DIGITAL | CARE | UE

ACCELERATE
NEXT

Amutharaj
Dr. J. AMUTHARAJ, M.E., Ph.D., FIE.
Professor & Head
Dept. of Information Science & Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

P.M.
Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING
Page 7 of 8
Ramohalli Cross, Bengaluru-74



Annexure iii: Flexible Benefit Plan

FLEXIBLE BENEFIT PLAN

Structure Your Compensation the Right Way with Maveric FBP Plan

Flexible Benefit Plan (FBP):

To better suit your needs, FBP provides flexibility to you in structuring your compensation with the objective of making it more tax-friendly by opting components that are beneficial to you. FBP is composed of the following components. You are eligible to choose components/benefits based on your choice and level /Grade.

a. Sodexo Meal Card:

Maveric has collaborated with Sodexo to provide Meal card for you. Sodexo has partnered with more than 4000+ vendors across India for an exhaustive acceptance of the card. This card can help you with the purchase of Food, Non-Alcoholic beverages and groceries. This card will be loaded every month along with monthly payroll and there is no requirement for bill submission. Maximum entitlement of INR 36,000 per annum is applicable under this benefit.

b. Health and Wellness:

This benefit enables you to claim for expenses related to Health club, Gym membership, Yoga, Zumba, Sports activity membership, and similar facilities. Purchase of equipment related to sports, gym & any other aforesaid activities will not be considered. You can claim up to a maximum amount of INR 24,000 per annum which will be reimbursed on submission of bills.

c. Communication:

This benefit enables your communication needs and can help you claim expenses of your Landline, Mobile and Broadband/Dongle expenses. You can claim up to a maximum amount of INR 48,000 per annum which will be reimbursed post submission of bills.

d. Leave Travel Allowance:

You can claim expenses incurred during your travel under the LTA entitlement. In a block of 4 years the LTA benefit can be availed 2 times. You can claim a maximum amount of up to INR 1,00,000 per annum based on your level/grade.

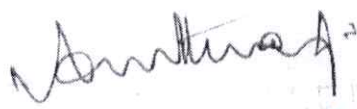
e. Fuel Reimbursement:


Everyday office commute expense can get tricky but with Maveric's fuel reimbursement plan, you can claim up to a maximum amount of INR 28,800 per annum on purchase of fuel for two/four-wheeler for office commutation.

f. Books & Periodicals:

If you are a bibliophile or just love reading, you can purchase books, periodicals, journals & Newspapers and can claim up to a maximum amount of INR 24,000 per annum as reimbursement.

ACCELERATE
NEXT


Dr. J. AMUTHARAJ, M.E., Ph.D., FE.
Professor & Head
Dept. of Information Science & Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru
Page 8 of 8



Date:- 12/02/2024
Place:-

CODEGNAN DESTINATION CSR DRIVE – 2024

Dear Harshitha D

Greetings from **CODEGNAN DESTINATION**, Bengaluru.

Congratulations on getting selected for Codegnan Destination **CSR Drive 2024** Batch.

We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program, you are now eligible to get trained on **INTEGRATED JAVA FULLSTACK COURSE** for **FREE OF COST**.

The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry Standard Course curriculum offered for free.
2. Numerous Placement Opportunities

Name: Harshitha D

College: [RRCE] Rajarajeswari College of Engineering

Branch: ISE

With Best Wishes

For Codegnan Destination

Authorized Signatory.

19/2/2024
D.L. RAJAJESWARI COLLEGE OF ENGINEERING
RAJAJESWARI CROSS, BANGALORE - 74
PHONE NO: 9888758888

Address: 951, 16th Main Rd, BTM 2nd Stage, Mahadeshwara Nagar, Bengaluru, 560076

Email: support@destinationtechs.com

BANGALORE
9888738888

HYDERABAD
9888748888

Website: www.destinationtechs.com

VIJAYWADA
9888758888

Principal
RAJAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



Date:- 12/02/2024
Place:- Bengaluru

CODEGNAN DESTINATION CSR DRIVE – 2024

Dear Deepthi R

Greetings from **CODEGNAN DESTINATION**, Bengaluru.

Congratulations on getting selected for Codegnan Destination **CSR Drive 2024** Batch.

We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program, you are now eligible to get trained on **INTEGRATED JAVA FULLSTACK COURSE** for **FREE OF COST**.

The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

- 1. Industry Standard Course curriculum offered for free.
- 2. Numerous Placement Opportunities

Name: Deepthi R
College: RRCE
Branch: Information Science

With Best Wishes

For Codegnan Destination

Allorence Letha

Authorized Signatory.

V. Anitha
19/2/2024
Dr. V. Anitha, Ph.D., M.E.
Principal
RAJARAJESWARI COLLEGE OF ENGINEERING
MCHALLI CROSS - 560 074.

PRB

PRB
Principal

Address: 951, 16th Main Rd, BTM 2nd Stage, Mahadeshwara Nagar, Bengaluru, 560076
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Website: www.destinationtechs.com

RAJARAJESWARI COLLEGE OF ENGINEERING
Mchalli Cross, Bengaluru-74

12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

KIRANA S

kirnakashyap4@gmail.com

information science

Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline.

The online training will be started from the January 22nd 2024 and the Offline Training will be conducted after 8th Semester Examinations at Palle Technologies Development Center at HSR Layout Bangalore.

Online Training Schedules will be at 6 pm from Monday to Friday,
The Starting Date for online training will be January 22nd 2024

Offline training will start from June 3rd 2024

The duration of the offline Technology Training Program will be 3.5 months to 4 months, with Training and Lab Sessions conducted 4 to 5 hours per day from Monday to Saturday.

Students will be evaluated on regular basis for Concepts and Coding skills and guidance will be provided on how to prepare for Interviews.

Features of Offline Technology Training

- ✓ Student can choose any one of the below given technologies
 - Java full stack
 - Python full tack
 - Automation Testing with Python or Java, based on student's choice.
- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude, web technologies, and database MySQL/sql server.
- ✓ Assignments -coding & aptitude

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangamnapalya Main Road
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

R.S.R.
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-71

- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
- ✓ Mock HR interviews
 - We will schedule interviews with our esteemed clients with a packages starting from 3 LPA to 8 LPA.
 - Course Completion Certificate will be provided after the successful completion of the Technology training
 - If student do not maintain **80% attendance** for classroom and Lab Sessions, then he/she will be dropped from the program and will not be eligible for free training and placements.
 - If student does not attend scheduled interviews by Palle Technologies, then student will be blocked from applying for openings for one month.
 - Student must clear mock interview to apply for our client companies.
 - The Validity of the CSR Free training and free Placement Program will be for **9 Months** from 1st June 2024.

Mandatory Requirements while joining:

- ✓ Student has to bring a photocopy of his or her X, XII mark sheets
- ✓ Student has to bring a photocopy of Engineering all semester mark sheets up to 6th semester
- ✓ Student has to bring photocopy of Aadhaar card
- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

Signature
20/16/2024
Pr.D, FIE
Dept. of Education, Government of Karnataka
RAJAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.

Signature

Signature
Principal
RAJAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

12TH December 2023

**Letter of Intent for Free Training and Placement under
CSR Program for Batch 2024**

To

Meghana CV
meghanavenu07@gmail.com
information science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline.

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Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
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- ✓ Student has to bring photocopy of college ID proof
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We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

Dr. J. Achutharaj
20/6/2024
Dr. J. Achutharaj, M.E., Ph.D., FIE.
Professor & Head
Dept. of Information Science & Technology
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.

PKS



LEADERS IN TECHNOLOGY TRAINING
SOFTWARE TRAINING | OUT SOURCING | SOLUTION

ISO 9001 : 2015 CERTIFIED & NASSCOM MEMBER

12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

Kushal K
kushalk6363@gmail.com
information science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

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Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-7

- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
- ✓ Mock HR interviews
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- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
Palle Technologies
Bangalore

[Handwritten Signature]
20/6/2024
Dr. J. Rajarajeswari, M.E., Ph.D., T.E.
Dept. of Information Science & Engineering
RAJARAJESHWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.

[Handwritten Signature]

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Bommanahalli, Bengaluru - 560 068
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[Handwritten Signature]
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Bommanahalli Cross, Bengaluru-74



LEADERS IN TECHNOLOGY TRAINING
SOFTWARE TRAINING | OUT SOURCING | SOLUTION

ISO 9001 : 2015 CERTIFIED & NASSCOM MEMBER

12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

Rashika M
msvrashika33@gmail.com
information science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

The Mode of Training will be Hybrid, The Aptitude and Analytical Skills Training will be provided online and the technology Training aligned with IT industry requirements with hands on programming with Project will be conducted offline.

The online training will be started from the January 22nd 2024 and the Offline Training will be conducted after 8th Semester Examinations at Palle Technologies Development Center at HSR Layout Bangalore.

Online Training Schedules will be at 6 pm from Monday to Friday,
The Starting Date for online training will be January 22nd 2024

Offline training will start from June 3rd 2024

The duration of the offline Technology Training Program will be 3.5 months to 4 months, with Training and Lab Sessions conducted 4 to 5 hours per day from Monday to Saturday.
Students will be evaluated on regular basis for Concepts and Coding skills and guidance will be provided on how to prepare for Interviews.

Features of Offline Technology Training

- ✓ Student can choose any one of the below given technologies
 - Java full stack
 - Python full tack
 - Automation Testing with Python or Java, based on student's choice.
- ✓ Technology training on common modules which includes mathematical aptitude, technical aptitude, web technologies, and database MySQL/sql server.
- ✓ Assignments –coding & aptitude

15/6, 2nd Floor, Manish Complex (Above SBI Bank), Mangammanapalya Main Road
Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

RH
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-77

- ✓ System tests on regular basis
- ✓ Interview preparation on Concepts and coding Skills.
- ✓ Mock technical interview
- ✓ Mock HR interviews
 - We will schedule interviews with our esteemed clients with a packages starting from 3 LPA to 8 LPA.
 - Course Completion Certificate will be provided after the successful completion of the Technology training
 - If student do not maintain **80% attendance** for classroom and Lab Sessions, then he/she will be dropped from the program and will not be eligible for free training and placements.
 - If student does not attend scheduled interviews by Palle Technologies, then student will be blocked from applying for openings for one month.
 - Student must clear mock interview to apply for our client companies.
 - The Validity of the CSR Free training and free Placement Program will be for **9 Months from 1st June 2024.**

Mandatory Requirements while joining:

- ✓ Student has to bring a photocopy of his or her X, XII mark sheets
- ✓ Student has to bring a photocopy of Engineering all semester mark sheets up to 6th semester
- ✓ Student has to bring photocopy of Aadhaar card
- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

[Handwritten Signature]
Dr. R. K. S. RAO, M.E., Ph.D., FIE.
Dept. of Information Technology & Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.

[Handwritten Signature]

[Handwritten Signature]
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

Vijay G
vijay7799rx@gmail.com
information technology
Rajarajeswari College Of Engineering-Bangalore

Dear Student

We are pleased to inform you that you have been selected for Free Technology Training and Placement under CSR (Corporate Social Responsibility) Program for merited students by Palle Technologies, Bangalore.

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Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com

RA
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-7A

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 - We will schedule interviews with our esteemed clients with a packages starting from 3 LPA to 8 LPA.
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- ✓ Student has to bring photocopy of college ID proof
- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

[Handwritten Signature]
20/6/2024
Dr. J. ANITHARAJ, M.E., Ph.D., FIE.
Professor & Head
Dept. of Information Systems & Applications
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.

[Handwritten Signature]
21/6/24

[Handwritten Signature]
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-77

12TH December 2023

Letter of Intent for Free Training and Placement under CSR Program for Batch 2024

To

GOUTHAMI V N
gouthamivn2@gmail.com
information science
Rajarajeswari College Of Engineering-Bangalore

Dear Student

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Bommanahalli, Bengaluru - 560 068
Ph : 080-41645630, email : info@techpalle.com | website : www.techpalle.com


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-77

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- ✓ Student has to bring his or her pass port size photo

We look forward to welcome you on board.

With Best Wishes
Tech Team
PalleTechnologies
Bangalore

Dr. J. S. ...
26/6/2024
Dr. J. S. ... M.E., Ph.D., P.E.
Dept. of Information Technology & Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

NOTE-All the clarifications or Concerns on Free Training and Placement Program under CSR will be explained on January 22nd 2024 during the first session of the Online Class.

R...

R.M.
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Bommanahalli Cross, Bengaluru-74

2308210/ ELTP-CAMPUS / 2024

21-May-2024

Subject: Letter of Intent

Dear Ms.Anusha Mahesh,

This refers to the campus interview that you had attended.

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

- o You are being medically fit.
- o You have completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course.

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

- o You will be under **probation for a period of 6 (Six) months** from the date of joining.
- o You will be eligible for an Annual Salary package of **INR 325000 (Indian Rupees Three Lakh Twenty-Five Thousand)**. Please refer to **Annexure - A** for breakup of your intended Annual Salary package.
- o In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- o At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- o You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Anusha Mahesh
24/5/2024
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
BANGALURU-74

RPAS

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Page 01

Rise for a more equal world

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

This Letter of Intent shall cease to be valid on **31-Oct-24** or issue of Offer of Appointment, whichever is earlier.

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

Yours sincerely,
For Tech Mahindra Limited,

Krishna Ramaswamy
Krishna Ramaswamy

Head - Resource Management Group

24/6/2024
Dr. J. ANJITHA, M.E., Ph.D., FIE.
Dept. of Industrial Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

RJS

RJS
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Annexure - A

Total Cost to Company (TCC) (Per Annum)	325000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@40% of Total Fixed Pay)	111397
HRA (@70% of Basic Pay)	77978
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13368
Flexible Components of TFP ^	27750
Total Fixed Pay (Per Annum)	278493
Total Variable Pay (TVP) (Per Annum) (*)	30944
Total (A)	309437
Additional Benefits (B)	15563
Gratuity	5359
Insurance Premiums (towards GTLI, GMIP and GPAI)	10204
Total Cost to Company (Per Annum) -----(A) + (B)	325000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12000
Meal Card (Max INR. 2200 per month)	26400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs.	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

Signature
24/6/2024
Dept. of HR
RAJARAJESWARI
BANGALORE - 560 074.

Signature

Signature
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-77

2308209/ ELTP-CAMPUS / 2024

21-May-2024

Subject: Letter of Intent

Dear Ms.Manasa Bj,

This refers to the campus interview that you had attended.

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

- δ You are being medically fit.
- δ You have completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course.

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

- δ You will be under probation for a period of **6 (Six) months** from the date of joining.
- δ You will be eligible for an Annual Salary package of **INR 325000 (Indian Rupees Three Lakh Twenty-Five Thousand)**. Please refer to **Annexure - A** for breakup of your intended Annual Salary package.
- δ In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- δ At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- δ You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Amtharaj
24/5/2024

HYDARABAD - 500 014

PRYS

219
Prinicipal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Page 1/1


Rise for a more equal world

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

This Letter of Intent shall cease to be valid on **31-Oct-24** or issue of Offer of Appointment, whichever is earlier.

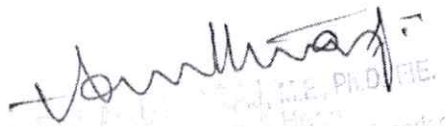
We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



Krishna Ramaswamy

Head - Resource Management Group



Dr. R. Rajarajeshwari, M.E., Ph.D. (RE)
Dept. of Mechanical Engineering
RAJARAJESHWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.



Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
Tambhalli Cross, Bengaluru-74

Annexure - A

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RAJ

Principal

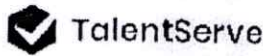
RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Durgaluru-70

[Handwritten Signature]

[Handwritten Signature]



OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614109
21 May, 2024

Full Name - Nandan g shetty
Phone Number - 9353886601
Email Id - gshetty051@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Nandan g shetty,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Graduate Engineer Trainee on following terms & conditions as per Annexure a & b

Offer Details:

• Designation:	Graduate Engineer Trainee
• Department:	Full Stack Engineer
• Sub Department:	Full Stack Engineer
• Role Location / Work Location:	Remote for 6 Months
• Employment Type:	Final Placement 24(Internship + PPO)
• Total CTC per Annum	6.0 Lacs (Fixed +Variable)
• BreakUp CTC:	Fixed: - 400000 INR Variable: - 200000 INR

By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning Internship experience with TalentServe.

Congratulations and Welcome to the Team!

Samiksha

Samiksha
HRD Department
For TalentServe

Manthara
24/6/2024
Dr. J. ...
Dept. of ...
RAJARAJESHWARI COLLEGE OF ENGINEERING
BANGALORE - 560074.

RAJ

RAJ
Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Confirmation and Acceptance

I, "Nandan Shetty"-----, hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - Nandan g shetty

Date - 21 May, 2024

ce -

Nandan Shetty
24/6/2024
DR. RAJAJESWARI, M.E., Ph.D., FE.
Dept. of Information Technology
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

RRJ

RRJ
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614125
21 May, 2024

Full Name - Mubashir Ahmad Gujri
Phone Number - 7006895727
Email Id - 209mubashirahmad@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Mubashir Ahmad Gujri,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Management Trainee on following terms & conditions as per Annexure a & b

Offer Details:


- | | |
|----------------------------------|---|
| • Designation: | Management Trainee |
| • Department: | Human Resource / Finance & Operation |
| • Sub Department: | Human Resource / Finance & Operation |
| • Role Location / Work Location: | Remote for 6 Months |
| • Employment Type: | Final Placement 24(Trainee Role + OJT Plus Placement) |
| • Total CTC per Annum | 5.5 Lacs (Fixed + Variable) |
| • BreakUp CTC: | Fixed: - 450000 INR Variable: - 100000 INR |


By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning internship experience with TalentServe.

Congratulations and Welcome to the Team!


Samiksha
HRD Department
For TalentServe


Principal
RAJARAJESHWARI COLLEGE OF ENGINEERING
BANGALURU-74
Phone No: 8860074


Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
Bangalore-74

Confirmation and Acceptance

I, "Mubashir Ahmad Gujiri", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - Mubashir Ahmad Gujiri

Date - 21 May, 2024

Place -

Mubashir Ahmad Gujiri
21/5/2024
B.Sc. in Information Technology, M.E., Ph.D., P.E.
Principal, RAJAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

RAJ
Principal
RAJAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

OFFER LETTER

Reference ID - TS IPL/CH/NTASSI/24/614123
21 May, 2024

Full Name - Manasa J
Phone Number - 6363763033
Email Id - jmanasa890@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Manasa J,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

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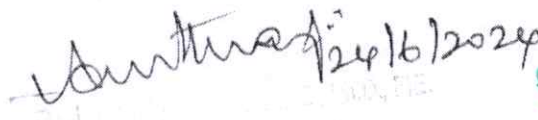
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Congratulations and Welcome to the Team!



Samiksha
HRD Department
For TalentServe


24/6/2024


Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
22nd Halli Cross, Bengaluru-74

Confirmation and Acceptance

"Manasa J", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - Manasa J

Date - 21 May, 2024

Place -

Mantrajit
20/5/2024
Dr. J. Mantrajit, M.E., Ph.D., F.I.E.
Dept. of Information Technology
RAJARAJESWAR COLLEGE OF ENGINEERING
BANGALORE - 560 074.

RM
Principal
RAJARAJESWAR
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

RM

OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614131
21 May, 2024

Full Name - Kavana S K
Phone Number - 9380855529
Email Id - kavanagowda334@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Kavana S K,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Graduate Engineer Trainee on following terms & conditions as per Annexure a & b

Offer Details:

- | | |
|----------------------------------|--|
| • Designation: | Graduate Engineer Trainee |
| • Department: | Full Stack Engineer |
| • Sub Department: | Full Stack Engineer |
| • Role Location / Work Location: | Remote for 6 Months |
| • Employment Type: | Final Placement 24(Internship + PPO) |
| • Total CTC per Annum | 6.0 Lacs (Fixed +Variable) |
| • BreakUp CTC: | Fixed: - 400000 INR Variable: - 200000 INR |

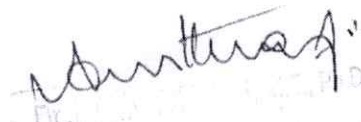
By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning internship experience with TalentServe.

Congratulations and Welcome to the Team!



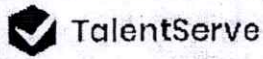
Samiksha
HRD Department
For TalentServe



Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
BANGALORE - 560 074



Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



Confirmation and Acceptance

I, "Kavana S K", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - Kavana S K

Date - 21 May, 2024

Place -

[Handwritten Signature]
Dr. *[Name]*, Ph.D., FIE
Dept. of *[Department]* Head
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

[Handwritten Signature]

[Handwritten Signature]
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

OFFER LETTER

Reference ID - TSIPL/CH/NTASSI/24/614119
21 May, 2024

Full Name - Divyashree G
Phone Number - 9980064221
Email Id - divyashree2002gowda@gmail.com
College Name - RAJARAJESHWARI COLLEGE OF ENGINEERING
Full Address - To Be Decided

Dear Divyashree G,

Welcome to TalentServe !!!,

Congratulations on your decision of partnering with us as we work together to transform the landscape of education.

We are pleased to offer you the position of Graduate Engineer Trainee on following terms & conditions as per Annexure a & b

Offer Details:

• Designation:	Graduate Engineer Trainee
• Department:	Full Stack Engineer
• Sub Department:	Full Stack Engineer
• Role Location / Work Location:	Remote for 6 Months
• Employment Type:	Final Placement 24(Internship + PPO)
• Total CTC per Annum	6.0 Lacs (Fixed +Variable)
• BreakUp CTC:	Fixed: - 400000 INR Variable: - 200000 INR

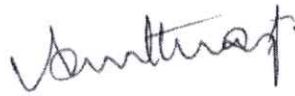
By Signing this offer, you confirm that you are under no contractual or other legal obligations that would prohibit you from performing your duties and complete your successful training period to avail the offer.

We are confident and expect that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learned packed and truly meaning internship experience with TalentServe.

Congratulations and Welcome to the Team!



Samiksha
HRD Department
For TalentServe




Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



Confirmation and Acceptance

I, "Divyashree G", hereby accept to be a part of TalentServe India Private Limited and will abide by the Code of Conduct, policies, guidelines and the terms/conditions as set forth in this letter.

Signature -

Full Name - Divyashree G

Date - 21 May, 2024

Place -


DR. ... M.D., P.E.
... & Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.




Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-77



Welcome to TripFactory ! Offer Letter

1 message

Human Resource <hr@tripfactory.com>
To: Divyashree divya <divyashreedivya44@gmail.com>

Tue, Nov 21, 2023 at 4:53 PM

Divyashree ML

Dear Divyashree,

Congratulations! We, at **ORN Vacations Private Limited** are excited and pleased to offer you the position of **Destination Expert** in the **Sales Department** as an employee of the Company, commencing from **20/11/2023**. We truly believe that your experience and insights will bring significant value to the Company and we look forward to your supervision and direction, as we continue to grow.

Remuneration and Entitlements - The total cost to the Company per annum will be **INR 300000 (Indian Rupees Three Lakh only)**, which shall at all times be subject to withholding of taxes as well as statutory deductions, in accordance with the applicable laws. You shall be entitled to incentives, increments, superannuation, annual leaves, gratuity, group insurance cover and such other employee benefits, as applicable to you, subject to your performance and policies of the Company from time to time.

Place of Work and Transfers - You would be posted at our Bangalore office. However, the Company may transfer you to any location based on business requirements. You shall be required to travel within your country and abroad. You shall be working on an exclusive and full-time basis for the Company.

No Restrictions or Past Liability - By way of according your acceptance to this letter, you confirm that you are available to join the Company at the Date of Joining and not restricted under any law, agreement or notification to agree to the terms hereof. Neither are you subject to any civil or criminal investigations or matters of any nature nor have any kind of allegations been leveled against you by any person.

Obligation - You shall at all times be required to strictly adhere to the terms of this letter and of the employment agreement as may be entered by you with the Company and Company's policies framed from time to time. Breach of any provisions of this letter or employment agreement shall lead to termination of your employment.

Probation - The Company shall employ you on a probation for a minimum period of 3 (Three) months ("**Probation Period**"). The Company, at its own discretion shall effectuate a formal review of your performance after the completion of Probation Period, the outcome of which shall form the basis for you to be granted a continuous employment agreement with the Company.

Documentation - On or before the date of your joining, you are required to furnish valid government issued originals (for verification) and self-certified true copies (for records of the Company) pertaining to you, of the following documents:

- Photo ID Proof, like copy of Aadhar or Passport and PAN;
- Address Proof;
- Certificates of schooling, graduations, postgraduate and doctorate (as applicable);
- Relieving letter from your previous employer along with salary slips for last 3 (three) months of your employment (as applicable);
- Service certificate from all your previous employers;
- Complete details of your bank account or a canceled cheque;
- Any other document(s) as may be required by the Company.

Pre-employment checks - You hereby agree/consent that your employment with the Company may be subjected to / pass through:

- Satisfactory reference checks as per policy of the Company;
- Satisfactory background verification, including but not limited to, identity, educational and professional qualifications, employment history, character and criminal record, credit bureau report initiated by the Company or a third party, engaged by the Company.

Failing to pass through checks mentioned in Sub-clause above, shall amount to breach of employment conditions and may lead to termination of your employment.

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Doddaballipalya Cross, Bengaluru-74

Please revert with your **Acceptance Acknowledgement** as a mark of your understanding and acceptance to this Appointment Letter and terms hereof. Upon acceptance, you are requested to share the documents as listed above (*Documentation*) at hr@tripfactory.com.

We take this opportunity to WELCOME you to the **ORN Vacation family** and wish you a successful and satiated career with us!

Annexure 1
Detailed Break Up of Salary

Sr No	Component / Particulars	Monthly Amount	Annual Amount
A.1	Basic Pay	11600	139200
A.2	HRA	5800	69600
A.3	Advance Statutory Bonus	-	-
A.4	Special Allowance	5800	69600
A.5	Fixed Gross Salary (A.1 + A.2 + A.3 + A.4)	23200	278400
B.1	EPF (Employer Contribution)	1800	21600
B.2	ESIC (Employer Contribution)/ Medical Insurance Premium	-	-
C	Total Cost to the Company (CTC) (A.5 + B.1 + B.2)	25000	300000
D.1	EPF (Employee Contribution)	1800	21600
D.2	ESIC (Employee Contribution)	-	-
D.3	Professional Tax	200	2400
D.4	TOTAL Deductions (D.1 + D.2 + D.3)	2000	24000
E	Net Take Home Salary (A.5 - D.4)	21200	254400
Please Note – TDS will be deducted as per the Applicable Rules and Regulations of Indian Income Tax Act.			

Thanks & Regards,
HR TEAM
Email id : hr@tripfactory.com
www.tripfactory.com




 Principal
 RAJARAJESWARI
 COLLEGE OF ENGINEERING
 7th Main Road, Cross, Bengaluru-77
 Dr. J. AMUTHARAJ, M.E., Ph.D., F.I.E.
 Professor & Head
 Dept. of Information Science & Engineering
 RAJARAJESWARI COLLEGE OF ENGINEERING
 BANGALORE - 560 074.



TripFactory



DIVYASHREE M L

HR RECRUITER

divyashree.ml@tripfactory.com

Blood Group AB+
Emergency 8088519831

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru

Amutharaj
Dr. J. AMUTHARAJ, M.E., Ph.D., FIE.
Professor & Head
Dept. of Information Science & Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

CENTRE FOR MONITORING INDIAN ECONOMY PVT. LTD.



Dated: March 18, 2024

To,

Mr. Naveen A D
No 64
Sai baba nagar
Peenya 2nd stage
Karnataka 560091

Dear Mr. Naveen A D,

We have pleasure in appointing you as **Field Information Officer** in the Survey division of our Company, or in such other capacity the Company shall from time to time determine. You will currently be based at **Bangalore**.

The terms and conditions of your appointment are as under:-

1. Date of Appointment

Your appointment is effective from **18 March 2024**.

2. Probation Period

You will be on probation for a period of 12 (twelve) months from the date of joining. If during or at the end of the probation period, your performance is not found satisfactory the Company may terminate your service with or without notice or may extend the probation period. The Company's decision shall be binding on you and the Company will not be required to give any reasons in this regard. If in the opinion of the Company, you are found suitable for the post in which you are appointed, you will be confirmed by a written order.

3. Basic Salary

You will be paid a basic salary of **Rs. 8,500.00 (Rupees eight thousand five hundred only)** per month, on starting of employment.

4. House Rent Assistance

You will be paid house rent assistance of **Rs. 4,250.00 (Rupees four thousand two hundred fifty only)** per month.

[Handwritten Signature]
Dr. J. AMUTHARAJ, M.E., Ph.D., F.I.E.
Professor & Head
Dept. of Information Science & Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

[Handwritten Signature]
Principal

5. Medical Reimbursement

You will be paid medical reimbursement of Rs. 1,250.00 (Rupees one thousand two hundred fifty only) per month

6. Special Allowance

You will be paid Special Allowance of Rs. 8,400.00 (Rupees eight thousand four hundred only) per month.

7. Transportation Allowance

You will be paid Transportation Allowance of Rs. 1,600.00 (Rupees one thousand six hundred only) per month.

8. Provident Fund

You will participate in the Provident Fund Scheme as applicable to your category of employees. The terms and conditions governing this scheme are as per the directives of the Government of India and are liable to change. Provident Fund contribution will be made on the basic salary only.

9. Changes in Salary

The Company does not assure salary increments. The Company does not assure you of the current level of salary either. Increments in salary are discretionary and will be subject to and on the basis of your performance and the requirements of the Company. The Company reserves its right to reduce your salary.

10. Retirement

The retirement age is 58 (fifty eight) years.

11. Leave

You will be eligible for Casual, Sick, Privilege, Maternity (in case of female employees after completion of three years of service from confirmation) Leaves as applicable to your category of employees after confirmation of your services in the Company.


Dr. J. AMUTHARAJ, M.E., Ph.D., F.I.E. Principal
Dept. of Information Science & Engineering RAJARAJESWARI
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074
Amphall: Cross, Bengaluru-7

12. Other Work

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity in any other trade or business, during your employment with the Company, without the permission, in writing of the Managing Director of the Company.

13. Transfer

You will be liable to be transferred, in such capacity as the Company may from time to time determine, to any other location, department, establishment, branch or business of the Company. In such case, you will be governed by the terms and conditions of service applicable to the new assignment.

14. Responsibilities & Duties

Your work in the Company will be subject to the rules and regulations of the Company as modified from time to time.

15. Travel

You will be required to undertake travel for Company work.

16. Trade Secrets Confidential Information & Copyrights

(a) You shall not (except in the proper course of your duties) during or after the period of your employment under this agreement, divulge to any person whatsoever or otherwise make use of (and shall use your best endeavors to prevent the publication or disclosing of) any Trade Secret or Confidential Information concerning the Company.

(b) The copyright in relation to all the data gathered, data base created, written and prepared by you and of which copyright subsists, you shall have no right or interest of any nature whatsoever in the copyright of the same.

17. Past Record

If any declaration given or information furnished to the Company by you prove to be false or if you are found to have willfully suppressed any material information, especially (a) drug addiction and/or (b) conviction in any criminal activity, you will be liable to removal from service without any notice and/or compensation.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramchalli Cross, Bengaluru-74

18. Notice Period

This contract of employment is terminable by either party giving 30 (thirty) days notice during probation period and 60 (sixty) days thereafter. Either party is not bound to give any reason thereof. The company reserves the right to pay or recover compensation in lieu of notice period. Further, the company may at its discretion relieve you from such date it may deem fit even before the expiry of the notice period without compensating for the unexpired period and is not bound to give any reason thereof.

19. On Separation

On acceptance of the separation notice you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, Literature, drawings, effects, Memorandum of any Trade Secret, and/or other confidential/non-confidential records/information, etc., which would have been acquired, received or made by you during the course of your employment belonging to the Company or relating to its business and shall not make or retain any copies of these items.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment without duress by signing a copy of this letter of appointment.

Sincerely,

Centre For Monitoring Indian Economy Pvt. Ltd.



(Mahesh Vyas)

Managing Director & CEO



D.J. AMUTHARAJ, M.E., Ph.D., FIE.
Professor & Head
Dept. of Information Science & Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

I agree to accept employment on the terms and conditions mentioned in the above letter of appointment.

Naveen. AD
Signature

Date: 18/03/2024



Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

OFFER LETTER

Date: 08/03/2024

To
Mr Thanush P
Bangalore- 560045

SUB: Offer for the post of **Video Editor**

Dear Mr. Thanush,

With reference to your application and subsequent interviews, we are pleased to offer you the position of **Video Editor** in our organization. PGmedica Overseas is an abroad instructive enlistment accomplice, a pioneer in the field of studying outside India. If you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of PGmedica Overseas team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of PGmedica Overseas. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Handwritten signature
Dr. J. AMUTHARAJ, M.E., Ph.D., F.I.E.
Professor & Head
Dept. of Information Science & Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

Title: Video Editor

Start date: Your date of appointment will commence on 11th March, 2024.

Salary: You will be paid a gross remuneration of Rs.2,16,000/- (Rupees Two Lakh and Sixteen Thousand Only) per annum.

Probation: You will be on probation for a period of **Three Month** from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after three months, this order will continue to be in operation, and the probation period will stand extended automatically until further notice.

Work timings: The normal working hours are from 10:00am to 7:00pm, six days a week and you are expected to work not less than 54 hours each week, and if necessary, for additional hours depending on your responsibilities.

Reporting relationship: Your immediate reporting will be to Mrs.Vinutha Katti (Manager)

Notice Period: A notice of three months is required during the first year of your employment with the company by either party to terminate this contract. In subsequent years either party may terminate the contract with a notice period of two months. Notice period is considered to start from the point the termination letter is received by the manager. However, when situations warrant, as in the case of breach of policies, the company may decide to terminate the contract with immediate effect.

RKD
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
BANGALORE - 560 074.
Dr.J. AMUTHARAJ, M.E., Ph.D., F.I.E.
Professor & Head
Dept. of Information Science & Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

Following the initial probationary period, a progression and performance review will be conducted based, on which your permanent appointment will be confirmed with our organization.

This arrangement may be terminated by either party upon notice in writing to either party with notice that complies with Employment Standards for Your Province

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.


Thanking You,
With warm regards,


Manager
PGMEDICA OVERSEAS





Dr. J. AMUTHARAJ, M.E., Ph.D., F.I.E.
Professor & Head
Dept. of Information Science & Engineering
RAJARAJESWARI COLLEGE OF ENGINEERING
BANGALORE - 560 074.

With the signature below, I accept this offer for employment.


Name: THANUSH-P

16-03-2024
Date:


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



Rajakajeswari College of Engineering

(An Autonomous Institute, Affiliated Visvesvaraya Technological University, Belagavi .

Approved by AICTE. UGC & GoK, Accredited by ISO 9001-2015 Certified Institution)

Sponsored by: MOOGAMBIGAI CHARITABLE AND EDUCATIONAL TRUST

Department of Management Studies

Number of placement of outgoing students during the year 2022-23

Year	SI No	Name of student placed and contact details	Student Contact Number	Student USN	Program graduated from	Name of the employer with contact details	Pay package at appointment	Role
2022-2023	1	Ajith Kumar D	9743938912	1RR21BA001	MBA	India Mart Intermesh Ltd	3,30,000 PA	Executive Clint Acquisition (FSF)
	2	Yashwanth V	7619119231	1RR21BA057	MBA	India Mart Intermesh Ltd	3,30,000 PA	Executive Clint Acquisition (FSF)
	3	Ajith Kumar D	9743938912	1RR21BA001	MBA	Care Health Insurance	3,50,000 PA	Agency manager-Health vertical
	4	B.S Bhavani	8277257258	1RR21BA009	MBA	Care Health Insurance	3,50,000 PA	Agency manager-Health vertical
	5	Dinesh D S	9380075304	1RR21BA014	MBA	Care Health Insurance	3,50,000 PA	Agency manager-Health vertical
	6	Harsha V S	7483100798	1RR21BA017	MBA	Care Health Insurance	3,50,000 PA	Agency manager-Health vertical
	7	Kiran Kumar K R	9148548525	1RR21BA026	MBA	Care Health Insurance	3,50,000 PA	Agency manager-Health vertical
	8	Madan C D	6362450345	1RR21BA028	MBA	Care Health Insurance	3,50,000 PA	Agency manager-Health vertical
	9	Madhan C V	7829466360	1RR21BA029	MBA	Care Health Insurance	3,50,000 PA	Agency manager-Health vertical
	10	Nagraju A	8431200323	1RR21BA031	MBA	Care Health Insurance	3,50,000 PA	Agency manager-Health vertical
	11	Nishanth R	9535155387	1RR21BA033	MBA	Care Health Insurance	3,50,000 PA	Agency manager-Health vertical
	12	Ramya H G	7619423984	1RR21BA040	MBA	Care Health Insurance	3,50,000 PA	Agency manager-Health vertical

HOD
Department of Management Studies
Rajarajeswari College of Engineering
Bangalore - 560 074

Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bengaluru.

452 / 518



RajaRajeswari College of Engineering

(An Autonomous Institute, Affiliated Visvesvaraya Technological University, Belagavi,
Approved by AICTE, UGC & GoK. Accredited by ISO 9001-2015 Certified Institution)
Sponsored by: MOOGAMBIGAI CHARITABLE AND EDUCATIONAL TRUST

Department of Management Studies



13	Sahana K	7975523240	1RR21BA043	MBA	Care Health Insurance	3,50,000 PA	Agency manager-Health vertical
14	Vinutha B	9108825125	1RR21BA055	MBA	Care Health Insurance	3,50,000 PA	Agency manager-Health vertical
15	Ashish Gowda	8217230527	1RR21BA006	MBA	Vista Learning	3,50,000 PA	Business Development Executive
16	Basavaraju ainapur	6361917870	1RR21BA007	MBA	Triforce. INC	4,60,000 PA	Manag,ment Trainee and BDA


HOD

Department of Management Studies
RajaRajeswari College of Engineering
Bangalore - 560 074.



Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74


Principal

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
[https://maps.app.goo.gl/9G9pNVJm
eXFhXxCr5](https://maps.app.goo.gl/9G9pNVJm
eXFhXxCr5).
Ashish@codeyoung.com

Employment Offer and Employment Agreement

10th Feb 2024,

Dear Nagendra Kumar K S,

Further to your recent interview, conditional on and subject to no adverse findings arising from an of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **12th February 2024**.

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar/other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment. For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 3 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR15000/month (Fifteen thousand only) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of the probation period by without any extension and by meeting the expected targets and deadlines you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.

CSR Activity Offer Letter - 2024

Dear Anusha . L.M.

Congratulations you have been selected for Tap academy's CSR Activity 2024.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the **CSR Batch 2024 (Free Training & Placements)**.

Training will be conducted OFFLINE from May 6.

A detailed Email will be sent to your registered Email ID mentioning Date from TAP Academy.

Benefits:

1. Advanced Industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: This offer letter is not transferable and valid for one week from the batch announcement date which will be informed through mail.

Please fill the below details and submit while enrolling for course:

Name: Anusha . L.M.

Email: anushalm2728@gmail.com

Roll No: 1RR29MCO05

Mobile No: 9538413710

College: Raja Rajeshwari college of engineering.

Rohit

Rohit Ravinder
Founder & CEO
TAP Academy Pvt. Ltd.

RAJ
Principal
RAJARAJESHWARI
COLLEGE OF ENGINEERING

Email: campus@thetapacademy.com

HOD - MCA
Rajarajeshwari College of Engineering
Bengaluru - 74.



OL No: IV01438

Offer Letter

Dear Thilagavalli S,

We are delighted to extend an offer to you for the position of **Academic Councillor** at Internzvalley. After carefully considering your qualifications and interview performance, we believe that your skills, enthusiasm and potential will greatly contribute to our team and provide you with valuable learning opportunities.

Internship Position: **Academic Councillor**

Tenure: 6 Months

Reporting Date: 11/09/2024

On Site Training Period: 11/09/2024 To 20/09/2024

On Job Training Start Date: 21/09/2024

On Job Training End Date: 10/03/2025

Target: 1,00,000 Per Month

Pre-placement offer (After completion of On Job Training): 5 LPA to 6 LPA

Work Schedule: 8hrs per day to be worked between 11Am to 8Pm on Monday to Sunday (One Rotational Week Off Between Monday to Friday).

Location: Bangalore


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-74

Internship Stipend: You will be eligible for a stipend of 18,000 and incentives up to 10,000. The stipend will be paid monthly, and will be subject to applicable deductions.

Internship Responsibility: During this internship, you will be involved in various tasks and Responsibility related to Business Development. This responsibility is designed to provide you with a comprehensive understanding of our industry. enhance your skills. and contribute to the overall goals of our organization.

Internship Benefits: As an intern at Internzvalley, you will have access to certain benefits, which may include Incentives, professional development opportunities, access to company resources.

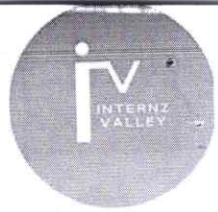
Confidentiality and Non-Disclosure: You will be required to sign a confidentiality and nondisclosure agreement to protect the sensitive and proprietary information you may have access to during the course of your internship.

Training Period: During this training period for first 10 days will be considered as unpaid.

Conclusion of Employment: If you decide to discontinue your Internship/Employment in-between or before the Tenure mentioned above you are entitled to serve one month of notice period (30 days) In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1-month stipend and you can be relieved from the company and return all the property of the company including the electronically stored information.

Date: _____

Signature: _____



Internship Offer Acceptance: If you choose to accept this offer please sign and return a copy of offer letter by 08/09/2024 to hr@internzvalley.com if you have any questions need further clarification kindly mail us to hr@internzvalley.com.

The specific documents required for onboarding:

1. Offer letter (Two Colour Copy)
2. Two Colour Photograph.
3. **Identification documents:** Typically, you will be required to provide proof of your identity, such as a valid passport, driver's license, or national identification card. This is to establish your legal eligibility to work.
4. **Banking details:** You will need to provide your banking information, including the account number and routing number, for salary deposits.
5. **Emergency contact information:** You will be asked to provide the contact details of one or more individuals to be contacted in case of an emergency.
6. **Education and professional qualifications:** Depending on the nature of your role, you may be asked to provide copies of your educational certificates, degrees, or professional licenses to verify your qualifications.
7. Original Document for verification purpose (10th, 12th, Degree Marks sheet any one).

We are excited to welcome you to our team and look forward to a mutually beneficial and successful internship experience. Congratulations once again on your selection, and we believe that this opportunity will be an enriching step towards your professional growth.

Thank you for considering this internship opportunity with Internzvalley. We are confident that your contributions will be valuable, and we are excited to have you on board.

Sincerely,

HR
Internzvalley

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Date: _____

Signature: _____



OL No: IV01434

Offer Letter

Dear TANUPRAKASH B,

We are delighted to extend an offer to you for the position of **Academic Councillor** at Internzvalley. After carefully considering your qualifications and interview performance, we believe that your skills, enthusiasm and potential will greatly contribute to our team and provide you with valuable learning opportunities.

Internship Position: **Academic Councillor**

Tenure: 6 Months

Reporting Date: 11/09/2024

On Site Training Period: 11/09/2024 To 20/09/2024

On Job Training Start Date: 21/09/2024


On Job Training End Date: 10/03/2025

Target: 1,00,000 Per Month

Pre-placement offer (After completion of On Job Training): 5 LPA to 6 LPA

Work Schedule: 8hrs per day to be worked between 11Am to 8Pm on Monday to Sunday (One Rotational Week Off Between Monday to Friday).

Location: Bangalore


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-77

Internship Stipend: You will be eligible for a stipend of 18,000 and incentives up to 10,000. The stipend will be paid monthly, and will be subject to applicable deductions.

Internship Responsibility: During this internship, you will be involved in various tasks and Responsibility related to Business Development. This responsibility is designed to provide you with a comprehensive understanding of our industry. enhance your skills. and contribute to the overall goals of our organization.

Internship Benefits: As an intern at Internzvalley, you will have access to certain benefits, which may include Incentives, professional development opportunities, access to company resources.


Confidentiality and Non-Disclosure: You will be required to sign a confidentiality and nondisclosure agreement to protect the sensitive and proprietary information you may have access to during the course of your internship.


Training Period: During this training period for first 10 days will be considered as unpaid.


Conclusion of Employment: If you decide to discontinue your Internship/Employment in-between or before the Tenure mentioned above you are entitled to serve one month of notice period (30 days) In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1-month stipend and you can be relieved from the company and return all the property of the company including the electronically stored information.


Date: _____

Signature: _____

 91 7026090466

 Bangalore

 hr@internzvalley.com

 <https://internzvalley.in/>



Internship Offer Acceptance: If you choose to accept this offer please sign and return a copy of offer letter by 08/09/2024 to hr@internzvalley.com if you have any questions need further clarification kindly mail us to hr@internzvalley.com.

The specific documents required for onboarding:

1. Offer letter (Two Colour Copy)
2. Two Colour Photograph.
3. **Identification documents:** Typically, you will be required to provide proof of your identity, such as a valid passport, driver's license, or national identification card. This is to establish your legal eligibility to work.
4. **Banking details:** You will need to provide your banking information, including the account number and routing number, for salary deposits.
5. **Emergency contact information:** You will be asked to provide the contact details of one or more individuals to be contacted in case of an emergency.
6. **Education and professional qualifications:** Depending on the nature of your role, you may be asked to provide copies of your educational certificates, degrees, or professional licenses to verify your qualifications.
7. Original Document for verification purpose (10th, 12th, Degree Marks sheet any one).

We are excited to welcome you to our team and look forward to a mutually beneficial and successful internship experience. Congratulations once again on your selection, and we believe that this opportunity will be an enriching step towards your professional growth.

Thank you for considering this internship opportunity with Internzvalley. We are confident that your contributions will be valuable, and we are excited to have you on board.

Sincerely,

HR
Internzvalley

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Date: _____

Signature: _____



OL No: IV01413

Offer Letter

Dear Harshitha B N,

We are delighted to extend an offer to you for the position of **Academic Councillor** at Internzvalley. After carefully considering your qualifications and interview performance, we believe that your skills, enthusiasm and potential will greatly contribute to our team and provide you with valuable learning opportunities.

Internship Position: **Academic Councillor**

Tenure: 6 Months

Reporting Date: 11/09/2024

On Site Training Period: 11/09/2024 To 20/09/2024

On Job Training Start Date: 21/09/2024

On Job Training End Date: 10/03/2025

Target: 1,00,000 Per Month

Pre-placement offer (After completion of On Job Training): 5 LPA to 6 LPA

Work Schedule: 8hrs per day to be worked between 11Am to 8Pm on Monday to Sunday (One Rotational Week Off Between Monday to Friday).

Location: Bangalore


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Internship Stipend: You will be eligible for a stipend of 18,000 and incentives up to 10,000. The stipend will be paid monthly, and will be subject to applicable deductions.

Internship Responsibility: During this internship, you will be involved in various tasks and Responsibility related to Business Development. This responsibility is designed to provide you with a comprehensive understanding of our industry. enhance your skills. and contribute to the overall goals of our organization.

Internship Benefits: As an intern at Internzvalley, you will have access to certain benefits, which may include Incentives, professional development opportunities, access to company resources.

Confidentiality and Non-Disclosure: You will be required to sign a confidentiality and nondisclosure agreement to protect the sensitive and proprietary information you may have access to during the course of your internship.

Training Period: During this training period for first 10 days will be considered as unpaid.

Conclusion of Employment: If you decide to discontinue your Internship/Employment in-between or before the Tenure mentioned above you are entitled to serve one month of notice period (30 days) In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1-month stipend and you can be relieved from the company and return all the property of the company including the electronically stored information.

Date: _____

Signature: _____



Internship Offer Acceptance: If you choose to accept this offer please sign and return a copy of offer letter by 08/09/2024 to hr@internzvalley.com if you have any questions need further clarification kindly mail us to hr@internzvalley.com.

The specific documents required for onboarding:

1. Offer letter (Two Colour Copy)
2. Two Colour Photograph.
3. **Identification documents:** Typically, you will be required to provide proof of your identity, such as a valid passport, driver's license, or national identification card. This is to establish your legal eligibility to work.
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5. **Emergency contact information:** You will be asked to provide the contact details of one or more individuals to be contacted in case of an emergency.
6. **Education and professional qualifications:** Depending on the nature of your role, you may be asked to provide copies of your educational certificates, degrees, or professional licenses to verify your qualifications.
7. Original Document for verification purpose (10th, 12th, Degree Marks sheet any one).

We are excited to welcome you to our team and look forward to a mutually beneficial and successful internship experience. Congratulations once again on your selection, and we believe that this opportunity will be an enriching step towards your professional growth.

Thank you for considering this internship opportunity with Internzvalley. We are confident that your contributions will be valuable, and we are excited to have you on board.

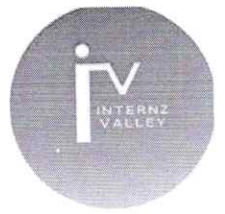
Sincerely,

HR
Internzvalley

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-70

Date: _____

Signature: _____



OL No: IV01425

Offer Letter

Dear Nayana G N,

We are delighted to extend an offer to you for the position of **Academic Councillor** at Internzvalley. After carefully considering your qualifications and interview performance, we believe that your skills, enthusiasm and potential will greatly contribute to our team and provide you with valuable learning opportunities.

Internship Position: **Academic Councillor**

Tenure: 6 Months

Reporting Date: 11/09/2024

On Site Training Period: 11/09/2024 To 20/09/2024

On Job Training Start Date: 21/09/2024

On Job Training End Date: 10/03/2025

Target: 1,00,000 Per Month

Pre-placement offer (After completion of On Job Training): 5 LPA to 6 LPA

Work Schedule: 8hrs per day to be worked between 11Am to 8Pm on Monday to Sunday (One Rotational Week Off Between Monday to Friday).

Location: Bangalore


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-70

Internship Stipend: You will be eligible for a stipend of 18,000 and incentives up to 10,000. The stipend will be paid monthly, and will be subject to applicable deductions.

Internship Responsibility: During this internship, you will be involved in various tasks and Responsibility related to Business Development. This responsibility is designed to provide you with a comprehensive understanding of our industry. enhance your skills. and contribute to the overall goals of our organization.

Internship Benefits: As an intern at Internzvalley, you will have access to certain benefits, which may include Incentives, professional development opportunities, access to company resources.

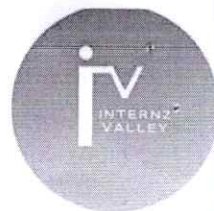
Confidentiality and Non-Disclosure: You will be required to sign a confidentiality and nondisclosure agreement to protect the sensitive and proprietary information you may have access to during the course of your internship.

Training Period: During this training period for first 10 days will be considered as unpaid.

Conclusion of Employment: If you decide to discontinue your Internship/Employment in-between or before the Tenure mentioned above you are entitled to serve one month of notice period (30 days) In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1-month stipend and you can be relieved from the company and return all the property of the company including the electronically stored information.

Date: _____

Signature: _____



Internship Offer Acceptance: If you choose to accept this offer please sign and return a copy of offer letter by 08/09/2024 to hr@internzvalley.com if you have any questions need further clarification kindly mail us to hr@internzvalley.com.

The specific documents required for onboarding:

1. Offer letter (Two Colour Copy)
2. Two Colour Photograph.
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7. Original Document for verification purpose (10th, 12th, Degree Marks sheet any one).

We are excited to welcome you to our team and look forward to a mutually beneficial and successful internship experience. Congratulations once again on your selection, and we believe that this opportunity will be an enriching step towards your professional growth.

Thank you for considering this internship opportunity with Internzvalley. We are confident that your contributions will be valuable, and we are excited to have you on board.

Sincerely,

HR
Internzvalley

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Dungaluru-70

Date: _____

Signature: _____



OL No: IV01421

Offer Letter

Dear Madhumitha R,

We are delighted to extend an offer to you for the position of **Academic Councillor** at Internzvalley. After carefully considering your qualifications and interview performance, we believe that your skills, enthusiasm and potential will greatly contribute to our team and provide you with valuable learning opportunities.

Internship Position: **Academic Councillor**

Tenure: 6 Months

Reporting Date: 11/09/2024

On Site Training Period: 11/09/2024 To 20/09/2024

On Job Training Start Date: 21/09/2024


On Job Training End Date: 10/03/2025

Target: 1,00,000 Per Month

Pre-placement offer (After completion of On Job Training): 5 LPA to 6 LPA

Work Schedule: 8hrs per day to be worked between 11Am to 8Pm on Monday to Sunday (One Rotational Week Off Between Monday to Friday).

Location: Bangalore


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-77

Internship Stipend: You will be eligible for a stipend of 18,000 and incentives up to 10,000. The stipend will be paid monthly, and will be subject to applicable deductions.

Internship Responsibility: During this internship, you will be involved in various tasks and Responsibility related to Business Development. This responsibility is designed to provide you with a comprehensive understanding of our industry. enhance your skills. and contribute to the overall goals of our organization.

Internship Benefits: As an intern at Internzvalley, you will have access to certain benefits, which may include Incentives, professional development opportunities, access to company resources.


Confidentiality and Non-Disclosure: You will be required to sign a confidentiality and nondisclosure agreement to protect the sensitive and proprietary information you may have access to during the course of your internship.


Training Period: During this training period for first 10 days will be considered as unpaid.


Conclusion of Employment: If you decide to discontinue your Internship/Employment in-between or before the Tenure mentioned above you are entitled to serve one month of notice period (30 days) In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1-month stipend and you can be relieved from the company and return all the property of the company including the electronically stored information.


Date: _____

Signature: _____

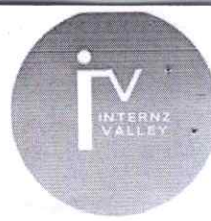
 91 7026090466

 Bangalore

 hr@internzvalley.com

 <https://internzvalley.in/>

464/518



Internship Offer Acceptance: If you choose to accept this offer please sign and return a copy of offer letter by 08/09/2024 to hr@internzvalley.com if you have any questions need further clarification kindly mail us to hr@internzvalley.com.

The specific documents required for onboarding:

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2. Two Colour Photograph.
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7. Original Document for verification purpose (10th, 12th, Degree Marks sheet any one).

We are excited to welcome you to our team and look forward to a mutually beneficial and successful internship experience. Congratulations once again on your selection, and we believe that this opportunity will be an enriching step towards your professional growth.

Thank you for considering this internship opportunity with Internzvalley. We are confident that your contributions will be valuable, and we are excited to have you on board.

Sincerely,

HR
Internzvalley

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-70

Date: _____

Signature: _____



OL No: IV01426

Offer Letter

Dear Pavan Kumar B K,

We are delighted to extend an offer to you for the position of **Academic Councillor** at Internzvalley. After carefully considering your qualifications and interview performance, we believe that your skills, enthusiasm and potential will greatly contribute to our team and provide you with valuable learning opportunities.

Internship Position: **Academic Councillor**

Tenure: 6 Months

Reporting Date: 11/09/2024

On Site Training Period: 11/09/2024 To 20/09/2024

On Job Training Start Date: 21/09/2024

On Job Training End Date: 10/03/2025

Target: 1,00,000 Per Month

Pre-placement offer (After completion of On Job Training): 5 LPA to 6 LPA

Work Schedule: 8hrs per day to be worked between 11Am to 8Pm on Monday to Sunday (One Rotational Week Off Between Monday to Friday).

Location: Bangalore

RVA
Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-70

Internship Stipend: You will be eligible for a stipend of 18,000 and incentives up to 10,000. The stipend will be paid monthly, and will be subject to applicable deductions.

Internship Responsibility: During this internship, you will be involved in various tasks and Responsibility related to Business Development. This responsibility is designed to provide you with a comprehensive understanding of our industry. enhance your skills. and contribute to the overall goals of our organization.

Internship Benefits: As an intern at Internzvalley, you will have access to certain benefits, which may include Incentives, professional development opportunities, access to company resources.

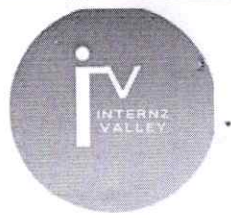
Confidentiality and Non-Disclosure: You will be required to sign a confidentiality and nondisclosure agreement to protect the sensitive and proprietary information you may have access to during the course of your internship.

Training Period: During this training period for first 10 days will be considered as unpaid.

Conclusion of Employment: If you decide to discontinue your Internship/Employment in-between or before the Tenure mentioned above you are entitled to serve one month of notice period (30 days) In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1-month stipend and you can be relieved from the company and return all the property of the company including the electronically stored information.

Date: _____

Signature: _____



Internship Offer Acceptance: If you choose to accept this offer please sign and return a copy of offer letter by 08/09/2024 to hr@internzvalley.com if you have any questions need further clarification kindly mail us to hr@internzvalley.com.

The specific documents required for onboarding:

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7. Original Document for verification purpose (10th, 12th, Degree Marks sheet any one).

We are excited to welcome you to our team and look forward to a mutually beneficial and successful internship experience. Congratulations once again on your selection, and we believe that this opportunity will be an enriching step towards your professional growth.

Thank you for considering this internship opportunity with Internzvalley. We are confident that your contributions will be valuable, and we are excited to have you on board.

Sincerely,

HR
Internzvalley

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Date: _____

Signature: _____



OL No: IV01424

Offer Letter

Dear Nandini C,

We are delighted to extend an offer to you for the position of **Academic Councillor** at Internzvalley. After carefully considering your qualifications and interview performance, we believe that your skills, enthusiasm and potential will greatly contribute to our team and provide you with valuable learning opportunities.

Internship Position: **Academic Councillor**

Tenure: 6 Months

Reporting Date: 11/09/2024

On Site Training Period: 11/09/2024 To 20/09/2024

On Job Training Start Date: 21/09/2024

On Job Training End Date: 10/03/2025

Target: 1,00,000 Per Month

Pre-placement offer (After completion of On Job Training): 5 LPA to 6 LPA

Work Schedule: 8hrs per day to be worked between 11Am to 8Pm on Monday to Sunday (One Rotational Week Off Between Monday to Friday).

Location: Bangalore


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-74

Internship Stipend: You will be eligible for a stipend of 18,000 and incentives up to 10,000. The stipend will be paid monthly, and will be subject to applicable deductions.

Internship Responsibility: During this internship, you will be involved in various tasks and Responsibility related to Business Development. This responsibility is designed to provide you with a comprehensive understanding of our industry. enhance your skills. and contribute to the overall goals of our organization.

Internship Benefits: As an intern at Internzvalley, you will have access to certain benefits, which may include Incentives, professional development opportunities, access to company resources.

Confidentiality and Non-Disclosure: You will be required to sign a confidentiality and nondisclosure agreement to protect the sensitive and proprietary information you may have access to during the course of your internship.

Training Period: During this training period for first 10 days will be considered as unpaid.

Conclusion of Employment: If you decide to discontinue your Internship/Employment in-between or before the Tenure mentioned above you are entitled to serve one month of notice period (30 days) In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1-month stipend and you can be relieved from the company and return all the property of the company including the electronically stored information.

Date: _____

Signature: _____



Internship Offer Acceptance: If you choose to accept this offer please sign and return a copy of offer letter by 08/09/2024 to hr@internzvalley.com if you have any questions need further clarification kindly mail us to hr@internzvalley.com.

The specific documents required for onboarding:

1. Offer letter (Two Colour Copy)
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7. Original Document for verification purpose (10th, 12th, Degree Marks sheet any one).

We are excited to welcome you to our team and look forward to a mutually beneficial and successful internship experience. Congratulations once again on your selection, and we believe that this opportunity will be an enriching step towards your professional growth.

Thank you for considering this internship opportunity with Internzvalley. We are confident that your contributions will be valuable, and we are excited to have you on board.

Sincerely,

HR
Internzvalley

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-70

Date: _____

Signature: _____



OL No: IV01436

Offer Letter

Dear Tejaswini J,

We are delighted to extend an offer to you for the position of **Academic Councillor** at Internzvalley. After carefully considering your qualifications and interview performance, we believe that your skills, enthusiasm and potential will greatly contribute to our team and provide you with valuable learning opportunities.

Internship Position: **Academic Councillor**

Tenure: 6 Months

Reporting Date: 11/09/2024

On Site Training Period: 11/09/2024 To 20/09/2024

On Job Training Start Date: 21/09/2024

On Job Training End Date: 10/03/2025

Target: 1,00,000 Per Month

Pre-placement offer (After completion of On Job Training): 5 LPA to 6 LPA

Work Schedule: 8hrs per day to be worked between 11Am to 8Pm on Monday to Sunday (One Rotational Week Off Between Monday to Friday).

Location: Bangalore


Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bangalore-70

Internship Stipend: You will be eligible for a stipend of 18,000 and incentives up to 10,000. The stipend will be paid monthly, and will be subject to applicable deductions.

Internship Responsibility: During this internship, you will be involved in various tasks and Responsibility related to Business Development. This responsibility is designed to provide you with a comprehensive understanding of our industry. enhance your skills. and contribute to the overall goals of our organization.

Internship Benefits: As an intern at Internzvalley, you will have access to certain benefits, which may include Incentives, professional development opportunities, access to company resources.


Confidentiality and Non-Disclosure: You will be required to sign a confidentiality and nondisclosure agreement to protect the sensitive and proprietary information you may have access to during the course of your internship.


Training Period: During this training period for first 10 days will be considered as unpaid.


Conclusion of Employment: If you decide to discontinue your Internship/Employment in-between or before the Tenure mentioned above you are entitled to serve one month of notice period (30 days) In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1-month stipend and you can be relieved from the company and return all the property of the company including the electronically stored information.


Date: _____

Signature: _____

 91 7026090466

 Bangalore

 hr@internzvalley.com

 <https://internzvalley.in/>

4707518



Internship Offer Acceptance: If you choose to accept this offer please sign and return a copy of offer letter by 08/09/2024 to hr@internzvalley.com if you have any questions need further clarification kindly mail us to hr@internzvalley.com.

The specific documents required for onboarding:

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7. Original Document for verification purpose (10th, 12th, Degree Marks sheet any one).

We are excited to welcome you to our team and look forward to a mutually beneficial and successful internship experience. Congratulations once again on your selection, and we believe that this opportunity will be an enriching step towards your professional growth.

Thank you for considering this internship opportunity with Internzvalley. We are confident that your contributions will be valuable, and we are excited to have you on board.

Sincerely,

HR
Internzvalley

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-70

Date: _____

Signature: _____

HR 2.01 F10 – Data Consent Form

The CTC provided by the company is will be **INR 7,36,000 per annum**. **INR 4,36,000** is fixed (per annum) and **INR 3,00,000** is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a monthly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee’s contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹206,300	₹17,192
2	House Rent Allowance	₹82,520	₹6,877
3	LTA	₹20,630	₹1,719
4	Special Allowances	₹103,150	₹8,596
5	Night Allowance	₹36,014	₹3,001
	Gross Salary	₹412,600	₹34,383
	Employer Contribution to PF	₹23,400	₹1,950
A	CTC Total	436000	36333
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
B	Total Deductions	₹24,000	₹2,000
A - B	Net Salary	₹388,600	₹32,383

With regards,

Shailendra Dhakad
Director
Codeyoung


HOD
 Department of Management Studies
 RajaRajeswari College of Engineering
 Bangalore 560 074


Principal
 RAJARAJESWARI



HR 2.01 F10 – Data Consent Form

Personal data - Consent

In consideration of being evaluated for employment by Codeyoung, for purposes of pre - employment, during employment and post-employment processing of my personal data

I hereby expressly agree and consent as follows:

Codeyoung or its authorized agents or service providers or third parties including platforms or aggregators may collect, process and disclose my personal information/data to verify the accuracy of the information I have provided in my application form or during my recruitment process, by conducting appropriate background checks. In this regard, Codeyoung may, amongst other, obtain a personal credit report, conduct a criminal record search, and contact the persons I have appointed as personal references during my recruitment.


I understand and agree that:

My personal information/data may be processed, analyzed and accessed by or on behalf of Codeyoung by third parties whether based in India or other locations, where there may be less stringent data protection laws than in India.

Codeyoung shall protect my Personal Data in accordance with the applicable laws by using industry-standard security and protection protocols.

At any time Codeyoung or its authorized agents or service providers may request, collect, process and disclose my personal information/data for processing my salary, health insurance, employee benefits, for employment or other intranet or internet portals or platforms and other such operations lawfully necessary.

Date: 06/01/2023

Signature: 

Name Swapna SD



Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

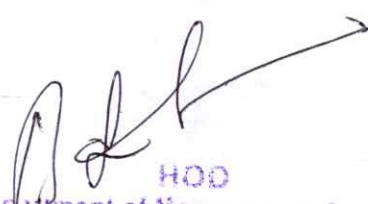


I Swapna SD,

The user acknowledges receipt of the above conditions (which I have read and understood). I accept and agree to comply with, all the matters referred to in them. I understand that failure to do so may result in disciplinary action against me. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE 

DATE 06/01/2023


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Department of Management Studies
RajaRajeswari College of Engineering
Bangalore - 560 074.


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RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

1. Usage of or access to the Internet, computer and software 'equipment' wherever situated in Codeyoung premises or those made available by Codeyoung, its customers or business partners is to be conducted in a business-like and professional manner. Use of Email and computer systems are provided for Codeyoung's business matters only. Any breach is subject to disciplinary procedure, up to and including revocation of access privileges and termination of employment.

Internet and Email access is not to be used for the following purposes, which are expressly forbidden: solicitation of correspondence unrelated to business activities, illegal, libellous or offensive messages, prejudice or harassment whether racial, sexual or of any other kind, action prejudicial to another's business, his reputation or his Internet access (flaming, spamming etc.), for download of pornography, games software or other salacious or frivolous material, for obtaining or purchasing executable (exe) software without specific prior approval or video, audio or music material, nor for participation in news - groups, use-groups or chat-rooms, nor for issuance of any form of formally unauthorized business advice.

2. No legal commitment by Email on behalf of any member of Codeyoung, or for the conclusion of any form of commercial contractual agreement; nor for communication of any advertising/marketing material without prior approval of an authorized person must be made.

3. The user shall respect and abide by all applicable laws, including confidentiality, copyright and data protection laws. In particular the user must not copy or transmit to third parties the works of others without their permission as this may infringe copyright.

4. Hard copies must be taken of any electronic mail messages which need to be retained for regulatory or other legal purposes, as advised by the Compliance function. Comment – Codeyoung Management to assess if they like to retain this practice.

5. The user must not import files or messages without ensuring that they have first been scanned for viruses.

6. The user will bear in mind at all times that electronic mail messages, however confidential or damaging, may have to be disclosed in court proceedings or investigations.

7. Codeyoung is entitled at any time to examine the computer systems and/or download details of and/or monitor any usage of any kind by the user of the Internet including, without limitation, any Email messages, whether or not created by the user, the content of any pages downloaded and any mechanisms which record the user's use of the Internet.



DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

I have never been convicted of a criminal offence involving fraud or dishonesty; and


I have never been declared bankrupt.


Signed 

Name Swapna SD

Codeyoung Dept. / Job title_

Date 06/01/2023


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Bangalore - 560 074.


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6. I also confirm that I shall read or view, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, any other rules or requirements (whether in relation to the data protection legislation referred to in paragraph 4(b) above or otherwise) advised to me by Codeyoung.

I confirm that I have read and understood the above conditions. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE 

DATE 06/01/2023



Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-77

Faint, illegible handwritten text or stamp



HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).


2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.

3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.

4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):

5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;

- a. Codeyoung staff training video on data protection;
- b. Security procedures specific to the building where I am to carry out my assignment; and Codeyoung staff handbook.


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HR 2.01 F5 – Acceptance of Software and Systems usage.

To

Codeyoung

("Thecompany")

The Company forbids the use of unauthorized software on any company equipment or the use of authorized software on any personal or non-company issued equipment. The Company forbids unauthorized access, or any unauthorized attempt to access, any data maintained on any computer systems.


Unauthorized software comprises any software that is not on the Codeyoung IT list of approved software or which has not been procured via the authorized procurement channels and includes any unsolicited software, demonstration software that has not been previously checked by Codeyoung IT security or an authorized agency of Codeyoung IT security, and any software that is delivered in such a way that it may have been tampered with.

Unless the prior specific approval of senior management is obtained, the use of unauthorized software on Company equipment or other breach of the above will be viewed as gross misconduct and an extremely serious violation of the Company's regulations, which may lead to disciplinary action including but not limited to termination, or other appropriate action as necessary by the Company.

I confirm that I have read and understood the above conditions on the use of unauthorized software and systems. I also understand that the Company may from time to time notify amendments or additional conditions or Policies governing access, use and protection of data, systems and software and I agree to abide by them in full compliance thereof.

Name: Swapna SD

Date: 06/01/2023

Signature: 



Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



CONFIRMATION OF ACCEPTANCE

We request you to complete and return a copy of this letter as a token of written acceptance of this offer. If we do not receive a written acceptance as above from you within 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung

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RajaRajeswari College of Engineering
Bangalore - 560 074.

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COLLEGE OF ENGINEERING



shall be deemed to be part of your employment conditions. All enclosures herewith are deemed part of your employment agreement with the Company.

22. EXCLUSIVE JURISDICTION

Your employment and conditions of employment are exclusively governed by the laws of India and the courts of Bangalore shall have the exclusive jurisdiction on any dispute arising on matters related to your employment.

23. SEVERABILITY

If any part of this agreement is held invalid, void or unenforceable, the remainder of the terms shall continue to be fully enforceable minus the portion which is not enforceable.



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of Codeyoung assets in your possession after your employment with Codeyoung comes to an end. You understand that a breach of this obligation entitles Codeyoung to take civil and criminal actions as applicable for recovery of its assets.

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

In consideration of your employment, you agree and hereby assign all intellectual property rights copyrights, patents, trademarks, design rights or any other proprietary right and moral rights assignable to Codeyoung in all deliverables you create in the course of your employment including but not limited to software codes, reports, algorithms, analysis etc. You shall not retain any copies of the same in your personal computer or mail systems. You understand that intellectual property is a vital asset for Codeyoung and any wrongful disclosure or handling of the same shall result in irreparable loss and injury to Codeyoung and allow Codeyoung to prosecute a legal action, claim damages or injunctions. You shall not use third party's proprietary material or their intellectual property without appropriate authorisations and licenses to produce your work deliverables for Codeyoung.

19. INDEMNIFICATIONS


You understand that breaching actions of yours such as breach of confidentiality, breach of applicable laws, breach of data protection obligations, breach of intellectual property rights may cause Codeyoung financial, reputational or goodwill loss, hence you shall at all times indemnify Codeyoung, its directors, third parties and employees from and against any claims, losses or damages arising from your breaches or unlawful activities.

20. NON -SOLICITATION

You shall not directly or indirectly induce, influence, coerce, solicit away any of Codeyoung's customers or employees. This restriction applies during your tenure with Codeyoung and for a duration of two years after termination of your engagement with Codeyoung, regard less of the reason for termination of your engagement with Codeyoung.

21. AMENDMENTS

The Company reserves the right to amend the terms and conditions related to employment, the policies, the rules and regulations applicable to employees. Such changes would be communicated through an internal communication to the employees at large. Such changes


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Handwritten signature and a green arrow pointing towards the top right corner.



- Do not access information or systems not directly relevant to each task
- Do not treat personal data carelessly
- lock all printouts away when not in use
- Do not disclose your computer password to any unauthorized person.

Under the Company's policies, it is important that the Company's internal, restricted or highly restricted personal records are maintained as accurately as possible. Hence, you must notify the Company in writing of any change in your personal circumstances, such as your address, marital status, birth of children, attainment of professional qualifications, and so forth.

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

Post confirmation, except where your employment is terminated on the grounds of misconduct, breach of employment terms or policies, breach of laws, you are entitled to a prior notice of termination of **1 month** from the Company, or pay in lieu of notice period.

In the event of misconduct, breach of policies, Code of Conduct, involvement in any criminal activity of sexual harassment incident or similar such reasons, the notice period of one month shall not apply and services may require to be terminated at shorter notice.

Notice of Termination may be handed to you personally, by email or sent to your last recorded address. The Company reserves the right to ask that you no longer work at your office location for the duration of your notice period in case circumstances so require.

16. TERMINATION OF EMPLOYMENT BY YOU

During probation, you are required to give the company at least one calendar months' notice in writing. Post confirmation, you are required to give the company a minimum of **2 months'** notice in writing. Where notice period as per terms of employment is not served, pay in lieu of notice period would be reduced from the final settlement dues to the employee. Upon immediate termination of employment by you, you will have to compensate by paying up to an amount equal to 2 month's salary to the Company in lieu of the notice period.

17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

You shall immediately return all computers, software, access cards, work deliverables, completed or work in progress and any other Codeyoung provided property upon your end of employment. You shall not make any copies of work products or software or retain any

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Ramohalli Cross, Bengaluru-70



Other specific rules and regulations will be notified by the Company from time to time. Policies, Code of Conduct, rules and regulations may be amended from time to time. You are required to keep yourself updated of such changes

11. CONFIDENTIALITY

As a condition of employment, you are required to sign and return the Non-Disclosure Agreement in Annexure that pledges confidentiality on all business matters appertaining to the Codeyoung, its subsidiaries, the company, and its customers. A breach of confidentiality is a material breach and may result in disciplinary proceedings including but not limited to injunction, termination of employment or claims of damages.

12. PROTECTION OF PERSONAL DATA

The Codeyoung adopts industry-standard software for maintenance of employee and customer data and Personal data of employees and customer data. Such data may be processed for human resources administration purposes, including payroll administration, career development, performance and health and safety administration and such business and operational needs. In order to process your personal data, the Company needs your consent. A format of such consent is enclosed with this letter. We request you to read and confirm your consent and return the Consent to us. Access to information systems and your personal data will be protected in accordance with our standard practices.

13. USE OF SOFTWARE AND SYSTEMS ACCESS

You are required to follow policies, rules and procedures laid down by the Company in this letter and those subsequently notified by the Company

14. DATA PROTECTION

Under the Company's policies, you have a responsibility to ensure that all personal data, confidential information you process or possess, is kept protected. Unauthorized disclosure of personal data of any one, yourself, your colleagues, vendors or customers is a material breach and may result in disciplinary action including but not limited to termination of employment and other actions as may be necessary under the applicable laws governing data protection. Therefore, you must ensure that you do the following in addition to all other guidance regarding data protection you may receive from the Company from time to time:

- Do not disclose personal data without authority

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RHS



6. HOURS OF WORK

Your usual working hours shall be 10pm to 7am, however in interest of business such hours may be extended. Work days are from Tuesday to Sunday, with Monday being a week off. The timings and work days are subject to change based on the management's decision.

7. ADDITIONAL HOURS

Subject to your role qualifying for overtime under applicable statutory provisions, if occasions arise when you may be required to work additional hours beyond normal hours.

8. PLACE OF WORK AND MOBILITY

Your usual location of work will be **Bangalore**. However, you may be required from time to time to work at or from any office or location of the Company or within different companies affiliated to Codeyoung. A change of your place of residence may be required from time to time and you may be transferred from one city to another for business needs of the Company. In case of transfer, your transfer shall be subject to Relocation Policy.

9. RETIREMENT

Normal retirement in the company is at age 58. Your employment will terminate automatically at the end of the month in which your 58th birthday occurs, unless you are otherwise advised by individual notice. You may also be retired earlier if found to be medically unfit or suffer any other incapacity that may impact the effective performance of your services.


10. RULES AND REGULATIONS

Codeyoung is a business based on integrity and mutual trust. In order to maintain and safeguard the trust and confidence of customers and the public certain ethical principles and standards of conduct have to be maintained.

In addition to any requirement under the Code of Conduct, you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and

or
being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment.




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Ramohalli Cross, Bengaluru-74

JOB TITLE: Inside Sales Executive.

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

3. COMPENSATION

Your remuneration shall be as per Annexure titled "Compensation"

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.

In the event of an Income tax liability or any other tax liability or any statutory charges arising as a result of your employment with the Company, these will be borne by yourselves and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with Company.


4. SALARY REVISIONS

The Company may undertake periodic review of salaries, and will notify of any amendments, which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed your entitlement, an appropriate deduction will be made from your full and final payout. Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable. If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.


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Ramohalli Cross, Bengaluru-76



The Pearl, 1537, 5th Main Rd,
Rajiv Gandhi Nagar, Sector 7, HSR
Layout, Bengaluru -560102
[https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5](https://maps.app.goo.gl/9G9pNvJm
eXFhXxCr5)
support@Codeyoung.com
8186928385.

Employment Offer and Employment Agreement

23rd December 2022,

Dear Swapna SD,

Further to your recent interview, conditional on and subject to no adverse findings arising from any of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as an Employment Agreement. Your date of joining is **20th February 2023**.

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same/similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment.

For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation/ Training

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 20000/month (Twenty Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period by without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.

17th May, 2023

To,
Mr. Suresh MC
S/O Maheshappa C, #53,
Jaalagatti, Belgavi, Shimogga,
Karnataka-577450

Letter of Internship

Dear Suresh MC ,

We are pleased to offer you an Internship with Tikona Infinet Pvt. Ltd. on the following terms and conditions

1. The internship period will be for a period of 3 months effective from 29th May 2023 to 28th Aug 2023 as an Intern in Sales & Marketing Department.
2. You will be entitled to Stipend of INR 15,000/- (Rupees Fifteen Thousand only) per month payable for Internship period.
3. Your place of posting will be Bangalore till the Company intimates you otherwise.
4. You are expected to follow General Company code of ethics and decorum at all times.
5. After the completion of Internship you will be promoted as a Management Trainee Based on your performance.


We take this opportunity to welcome you to Tikona Infinet Pvt. Ltd. and wish this internship supports you in all your future endeavors.

Yours faithfully,


For Tikona Infinet Pvt. Ltd.

Divya RM
Human Resources




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Department of Management Studies
Rajarajeswari College of Engineering
Bangalore - 560 074.

Tikona Infinet Private Limited
Registered Address: 3A, 3rd Floor, 'Corpora', LBS Marg, Bhandup (West), Mumbai 400 078.
Tel: +91 22 4183000 Fax: +91 22 41830111 www.tikona.in Email: compliance@tikona.in
CIN: U74899MH1975PLC265837


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

17th May, 2023

To,
Mr. Madan CD
S/O Dharmaraj, Cholamballi,
Mathighatta, Channarayapatna,
Hasan, Karnataka-573124

Letter of Internship

Dear Madan CD ,

We are pleased to offer you an Internship with Tikona Infinet Pvt. Ltd. on the following terms and conditions


1. The internship period will be for a period of 3 months effective from 29th May 2023 to 28th Aug 2023 as an Intern in Sales & Marketing Department.
2. You will be entitled to Stipend of INR 15,000/- (Rupees Fifteen Thousand only) per month payable for Internship period.
3. Your place of posting will be Bangalore till the Company intimates you otherwise.
4. You are expected to follow General Company code of ethics and decorum at all times.
5. After the completion of Internship you will be promoted as a Management Trainee Based on your performance.

We take this opportunity to welcome you to Tikona Infinet Pvt. Ltd. and wish this internship supports you in all your future endeavors.

Yours faithfully,

For Tikona Infinet Pvt. Ltd.




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COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Tikona Infinet Private Limited

Registered Address: 3A, 3rd Floor, 'Corpora', LBS Marg, Bhandup (West), Mumbai 400 078.

Tel: +91 22 4183000 Fax: +91 22 41830111 www.tikona.in Email: compliance@tikona.in

CIN: U74899MH1975PLC265837

17th May, 2023

To,
Mr. Govindaraju M
S/O Muttappa, Govt school
Attire, Machohalli colony, Machohalli
Bangalore, Karnataka-560091

Letter of Internship

Dear Govindaraju M ,

We are pleased to offer you an Internship with Tikona Infinet Pvt. Ltd. on the following terms and conditions

1. The internship period will be for a period of 3 months effective from 29th May 2023 to 28th Aug 2023 as an Intern in Sales & Marketing Department.
2. You will be entitled to Stipend of INR 15,000/- (Rupees Fifteen Thousand only) per month payable for Internship period.
3. Your place of posting will be Bangalore till the Company intimates you otherwise.
4. You are expected to follow General Company code of ethics and decorum at all times.
5. After the completion of Internship you will be promoted as a Management Trainee Based on your performance.

We take this opportunity to welcome you to Tikona Infinet Pvt. Ltd. and wish this internship supports you in all your future endeavors.

Yours faithfully,

For Tikona Infinet Pvt. Ltd.




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Department of Management Studies
RajaRajeswari College of Engineering
Bangalore - 560 074.

Tikona Infinet Private Limited

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CIN: U74899MH1975PLC265837


Principal

RAJARAJESWARI
COLLEGE OF ENGINEERING
Machohalli Cross, Bengaluru-74

17th May, 2023

To,
Mr. Santhosh KM
Kadirenahalli, Gowribidanuru
talukh, Thokalahalli, Chikkaballapura,
Karnataka-561228

Letter of Internship

Dear Santhosh KM,

We are pleased to offer you an Internship with Tikona Inifinet Pvt. Ltd. on the following terms and conditions

1. The internship period will be for a period of 3 months effective from 29th May 2023 to 28th Aug 2023 as an Intern in Sales & Marketing Department.
2. You will be entitled to Stipend of INR 15,000/- (Rupees Fifteen Thousand only) per month payable for Internship period.
3. Your place of posting will be Bangalore till the Company intimates you otherwise.
4. You are expected to follow General Company code of ethics and decorum at all times.
5. After the completion of Internship you will be promoted as a Management Trainee Based on your performance.


We take this opportunity to welcome you to Tikona Inifinet Pvt. Ltd. and wish this internship supports you in all your future endeavors.

Yours faithfully,

For Tikona Inifinet Pvt. Ltd.

Divya RM
Human Resources




Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-74

Tikona Inifinet Private Limited

Registered Address: 3A, 3rd Floor, 'Corpora', LBS Marg, Bhandup (West), Mumbai 400 078.

Tel: +91 22 4183000 Fax: +91 22 41830111 www.tikona.in Email: compliance@tikona.in

CIN: U74899MH1975PLC265837

17th May, 2023

To,
Mr. Basavaraj Ainapur
C/O Parasappa, Kulahalli,
Jamakhandi, Bagalkot,
Karnataka-587311

Letter of Internship

Dear Basavaraj Ainapur,

We are pleased to offer you an Internship with Tikona Infinet Pvt. Ltd. on the following terms and conditions

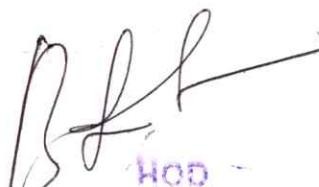
1. The internship period will be for a period of 3 months effective from 29th May 2023 to 28th Aug 2023 as an Intern in Sales & Marketing Department.
2. You will be entitled to Stipend of INR 15,000/- (Rupees Fifteen Thousand only) per month payable for Internship period.
3. Your place of posting will be Bangalore till the Company intimates you otherwise.
4. You are expected to follow General Company code of ethics and decorum at all times.
5. After the completion of Internship you will be promoted as a Management Trainee Based on your performance.

We take this opportunity to welcome you to Tikona Infinet Pvt. Ltd. and wish this internship supports you in all your future endeavors.

Yours faithfully,

For Tikona Infinet Pvt. Ltd.




HOD
Department of Management Studies
Rajarajeswari College of Engineering
Bangalore - 560074

Tikona Infinet Private Limited
Registered Address: 3A, 3rd Floor, 'Corpora', LBS Marg, Bhandup (West), Mumbai 400 078.
Tel: +91 22 4183000 Fax: +91 22 41830111 www.tikona.in Email: compliance@tikona.in
CIN: U74899MH1975PLC265837


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

17th May, 2023

To,
Mr. Keerthan MS
C/O Shankarappa, Mastenahalli Village,
Kaiwara Hobali, Chinthamani Talukh, Kaiwara,
Chikkaballapur, Karnataka-563128

Letter of Internship

Dear Keerthan MS,

We are pleased to offer you an Internship with Tikona Infinet Pvt. Ltd. on the following terms and conditions


1. The internship period will be for a period of 3 months effective from 29th May 2023 to 28th Aug 2023 as an Intern in Sales & Marketing Department.
2. You will be entitled to Stipend of INR 15,000/- (Rupees Fifteen Thousand only) per month payable for Internship period.
3. Your place of posting will be Bangalore till the Company intimates you otherwise.
4. You are expected to follow General Company code of ethics and decorum at all times.
5. After the completion of Internship you will be promoted as a Management Trainee Based on your performance.

We take this opportunity to welcome you to Tikona Infinet Pvt. Ltd. and wish this internship supports you in all your future endeavors.

Yours faithfully,

For Tikona Infinet Pvt. Ltd.


Divya RM
Human Resources


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Tikona Infinet Private Limited
Registered Address: 3A, 3rd Floor, 'Corpora', LBS Marg, Bhandup (West), Mumbai 400 078.
Tel: +91 22 4183000 Fax: +91 22 41830111 www.tikona.in Email: compliance@tikona.in
CIN: U74899MH1975PLC265837

16th October 2022

Dear Bhargavi V,

Pursuant to your application for employment and consequent upon the interview you had with us, we are pleased to offer you the position of **Business Development Associate** at our Bangalore office.

Your appointment will be subject to the following terms and conditions:

Total annual compensation for your employment will be Rs. **2,75,000/-** (Rupees Two Lakh Seventy Five Thousand Only) as per the details given in the annexure.

We expect you to join on 1st of August 2023. You will be on probation for a period of up to 3 months from the date you join. At the end of the probation period, subject to satisfactory performance by you, our company will confirm your service.

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

1. Copy of mark sheets and certificates (10th, 12th and graduation)
2. Latest passport size color photographs x 4
3. Copy of PAN card
4. Copy of Passport

We look forward to having you on board with us,


For Numark Consultancy LLP


Iris Bhat

Recruitment Manager



HOD
Department of Management Studies
RajaRajeswari College of Engineering
Bangalore - 560 074.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



16th October 2022

Dear Akshatha K S,

Pursuant to your application for employment and consequent upon the interview you had with us, we are pleased to offer you the position of **Business Development Associate** at our Bangalore office.

Your appointment will be subject to the following terms and conditions:

Total annual compensation for your employment will be Rs. **2,75,000/-** (Rupees Two Lakh Seventy Five Thousand Only) as per the details given in the annexure.

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4. Copy of Passport

We look forward to having you on board with us,

For Numark Consultancy LLP

Girish Bhat

Recruitment Manager

Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bangalore-70

16th October 2022

Dear Pallavi D,

Pursuant to your application for employment and consequent upon the interview you had with us, we are pleased to offer you the position of **Business Development Associate** at our Bangalore office.

Your appointment will be subject to the following terms and conditions:

Total annual compensation for your employment will be Rs. **2,75,000/-** (Rupees Two Lakh Seventy Five Thousand Only) as per the details given in the annexure.


We expect you to join on 1st of August 2023. You will be on probation for a period of up to 3 months from the date you join. At the end of the probation period, subject to satisfactory performance by you, the company will confirm your service.

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

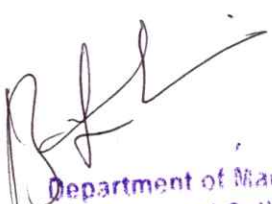
1. Copy of mark sheets and certificates (10th, 12th and graduation)
2. Latest passport size color photographs x 4
3. Copy of PAN card
4. Copy of Passport


We look forward to having you on board with us,

For Numark Consultancy LLP


Anirish Bhat

Recruitment Manager


Department of Management Studies
RajaRajeswari College of Engineering
Bangalore - 560 074.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

16th October 2022

Dear Akshatha N,

Pursuant to your application for employment and consequent upon the interview you had with us, we are pleased to offer you the position of **Business Development Associate** at our Bangalore office.

Your appointment will be subject to the following terms and conditions:

Total annual compensation for your employment will be Rs. **2,75,000/-** (Rupees Two Lakh Seventy Five Thousand Only) as per the details given in the annexure.


We expect you to join on 1st of August 2023. You will be on probation for a period of up to 3 months from the date you join. At the end of the probation period, subject to satisfactory performance by you, company will confirm your service.

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3. Copy of PAN card
4. Copy of Passport

We look forward to having you on board with us,

For Numark Consultancy LLP


Divish Bhat

Recruitment Manager


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-70

16th October 2022

Dear Harshitha R,

Pursuant to your application for employment and consequent upon the interview you had with us, we are pleased to offer you the position of **Business Development Associate** at our Bangalore office.

Your appointment will be subject to the following terms and conditions:

Total annual compensation for your employment will be Rs. **2,75,000/-** (Rupees Two Lakh Seventy Five Thousand Only) as per the details given in the annexure.


We expect you to join on 1st of August 2023. You will be on probation for a period of up to 3 months from the date you join. At the end of the probation period, subject to satisfactory performance by you, Company will confirm your service.

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2. Latest passport size color photographs x 4
3. Copy of PAN card
4. Copy of Passport


We look forward to having you on board with us,

For Numark Consultancy LLP


Anurish Bhat

Recruitment Manager


HOD
Department of Management Studies
RajaRajeswari College of Engineering
Bangalore - 560 074.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-7^A

16th October 2022

Dear Niveditha B,

Pursuant to your application for employment and consequent upon the interview you had with us, we are pleased to offer you the position of **Associate Systems Engineer** at our Bangalore office.

Your appointment will be subject to the following terms and conditions:

Total annual compensation for your employment will be Rs. **2,75,000/-** (Rupees Two Lakh Seventy Five Thousand Only) as per the details given in the annexure.

We expect you to join on 1st of August 2023. You will be on probation for a period of up to 3 months from the date you join. At the end of the probation period, subject to satisfactory performance by you, company will confirm your service.

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2. Latest passport size color photographs x 4
3. Copy of PAN card
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We look forward to having you on board with us,

For Numark Consultancy LLP



Prish Bhat

Recruitment Manager



Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-74

16th October 2022

Dear Niveditha B,

Pursuant to your application for employment and consequent upon the interview you had with us, we are pleased to offer you the position of **Associate Systems Engineer** at our Bangalore office.

Your appointment will be subject to the following terms and conditions:

Total annual compensation for your employment will be Rs. **2,75,000/-** (Rupees Two Lakh Seventy Five Thousand Only) as per the details given in the annexure.

We expect you to join on 1st of August 2023. You will be on probation for a period of up to 3 months from the date you join. At the end of the probation period, subject to satisfactory performance by you, the company will confirm your service.

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2. Latest passport size color photographs x 4
3. Copy of PAN card
4. Copy of Passport

We look forward to having you on board with us,

For Numark Consultancy LLP


Anirish Bhat

Recruitment Manager


HOD
Department of Management Studies
RajaRajeswari College of Engineering
Bangalore - 560 011.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

16th October 2022

Dear Ashish Gowda M,

Pursuant to your application for employment and consequent upon the interview you had with us, we are pleased to offer you the position of **Business Development Associate** at our Bangalore office.

Your appointment will be subject to the following terms and conditions:

Total annual compensation for your employment will be Rs. **2,75,000/-** (Rupees Two Lakh Seventy Five Thousand Only) as per the details given in the annexure.

We expect you to join on 1st of August 2023. You will be on probation for a period of up to 3 months from the date you join. At the end of the probation period, subject to satisfactory performance by you, Company will confirm your service.

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3. Copy of PAN card
4. Copy of Passport

We look forward to having you on board with us,

For Numark Consultancy LLP


Birish Bhat

Recruitment Manager


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-77

16th October 2022

Dear Hemalatha B R,

Pursuant to your application for employment and consequent upon the interview you had with us, we are pleased to offer you the position of **Business Development Associate** at our Bangalore office.

Your appointment will be subject to the following terms and conditions:

Total annual compensation for your employment will be Rs. **2,75,000/-** (Rupees Two Lakh Seventy Five Thousand Only) as per the details given in the annexure.


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2. Latest passport size color photographs x 4
3. Copy of PAN card
4. Copy of Passport

We look forward to having you on board with us,

For Numark Consultancy LLP


Divish Bhat

Recruitment Manager


HOD
Department of Management Studies
RajaRajeswari College of Engineering
Bangalore - 560 075


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-77

16th October 2022

Dear Narendra R,

Pursuant to your application for employment and consequent upon the interview you had with us, we are pleased to offer you the position of **Business Development Associate** at our Bangalore office.

Your appointment will be subject to the following terms and conditions:

Total annual compensation for your employment will be Rs. **2,75,000/-** (Rupees Two Lakh Seventy Five Thousand Only) as per the details given in the annexure.


We expect you to join on 1st of August 2023. You will be on probation for a period of up to 3 months from the date you join. At the end of the probation period, subject to satisfactory performance by you, company will confirm your service.

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We look forward to having you on board with us,

For Numark Consultancy LLP


Virish Bhat

Recruitment Manager


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-74

16th October 2022

Dear Chethan K H,

Pursuant to your application for employment and consequent upon the interview you had with us, we are pleased to offer you the position of **Business Development Associate** at our Bangalore office.

Your appointment will be subject to the following terms and conditions:

Total annual compensation for your employment will be Rs. **2,75,000/-** (Rupees Two Lakh Seventy Five Thousand Only) as per the details given in the annexure.


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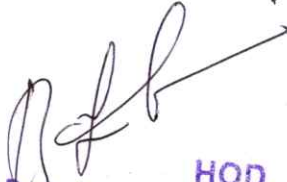
1. Copy of mark sheets and certificates (10th, 12th and graduation)
2. Latest passport size color photographs x 4
3. Copy of PAN card
4. Copy of Passport


We look forward to having you on board with us,

For Numark Consultancy LLP


Irish Bhat

Recruitment Manager


HOD
Department of Management Studies
RajaRajeswari College of Engineering
Bangalore - 560074


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

16th October 2022

Dear Keerthana V,

Pursuant to your application for employment and consequent upon the interview you had with us, we are pleased to offer you the position of **Business Development Associate** at our Bangalore office.

Your appointment will be subject to the following terms and conditions:

Total annual compensation for your employment will be Rs. **2,75,000/-** (Rupees Two Lakh Seventy Five Thousand Only) as per the details given in the annexure.

We expect you to join on 1st of August 2023. You will be on probation for a period of up to 3 months from the date you join. At the end of the probation period, subject to satisfactory performance by you, Company will confirm your service.

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2. Latest passport size color photographs x 4
3. Copy of PAN card
4. Copy of Passport


We look forward to having you on board with us,

For Numark Consultancy LLP



Virish Bhat

Recruitment Manager


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-71



ESSVEERecruiTech

3A/3, 4th 'B' Block, BSK 6th Stage
Ganigarapalya, Bengaluru - 560062

OFFER LETTER

ESSVEE/2022/011

Date:08/11/2022

Dear Bindu R

Congratulations! Following your application for employment with **Essvee RecruiTech** and the accompanying selection process, we are pleased to inform you that we want to make you an offer for the job of **Business Development Associate**.

Your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,75,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

At the time of joining, you are requested to bring the following:

- Digitally signed hard copy of your offer letter
- A copy of an offer addendum issued to you (only if there was a change in your date of joining or location).
- A copy of your relieving letter or resignation acceptance letter from your immediate previous employer.

The Company provides shared accommodation for the initial one week from one day prior to the date of joining. In case you need to avail of this facility, please inform us by mail at the following addresses depending on your location of posting. Please indicate your date of joining, date of offer and offer letter reference number. Please note that the accommodation request needs to reach the contact person in the respective Development Centre at least a week prior to date of joining. For requests coming in the late, we regret that the accommodation cannot be guaranteed and will be on a best effort basis. Since, this accommodation is only on a temporary basis, it is recommended that you carry a reasonable sum of money, which can be utilized towards rent deposit for permanent accommodation.

Jeevan

Recruitment Manager

HOD
Department of Management Studies
RajaRajeswari College of Engineering
Bangalore - 560 074.

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
5th Cross, Bengaluru-74

Mobile:6363954132,8095142015

E-mail:essveejobs@gmail.com Web:www.essveetech.in



ESSVEERecruiTech

3A/3, 4th 'B' Block, BSK 6th Stage
Ganigarapalya, Bengaluru - 560062

OFFER LETTER

ESSVEE/2022/011

Date:08/11/2022

Dear Keerthi C I

Congratulations! Following your application for employment with **Essvee RecruiTech** and the accompanying selection process, we are pleased to inform you that we want to make you an offer for the job of **Business Development Associate**.

Your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,75,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

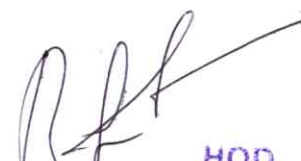
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Jeevan

Recruitment Manager


HOD
Department of Management Studies
RajaRajeswari College of Engineering
Bangalore - 560 074.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Mobile:6363954132,8095142015

E-mail:essveejobs@gmail.com Web:www.essveetech.in

GSTIN :29CFEPV9459R1ZY



ESSVEERecruiTech

3A/3, 4th `B` Block, BSK 6th Stage
Ganigarapalya, Bengaluru - 560062

OFFER LETTER

ESSVEE/2022/011

Date:08/11/2022

Dear Harhsitha G K

Congratulations! Following your application for employment with **Essvee RecruiTech** and the accompanying selection process, we are pleased to inform you that we want to make you an offer for the job of **Business Development Associate**.

Your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,75,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

At the time of joining, you are requested to bring the following:

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Jeevan

Recruitment Manager

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Mobile:6363954132,8095142015

E-mail:essveejobs@gmail.com Web:www.essveetech.in

GSTIN :29CFEPV9459R1ZY



ESSVEERecruiTech

3A/3, 4th `B` Block, BSK 6th Stage
Ganigarapalya, Bengaluru - 560062

OFFER LETTER

ESSVEE/2022/011

Date:08/11/2022

Dear Bindu R

Congratulations! Following your application for employment with **Essvee RecruiTech** and the accompanying selection process, we are pleased to inform you that we want to make you an offer for the job of **Business Development Associate**.

Your **Total Gross Salary** includes a Performance Incentive and will be **INR 2,75,000/-** per annum.The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

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Jeevan

Recruitment Manager

HOD
Department of Management Studies
RajaRajeswari College of Engineering
Bangalore - 560 074.

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
3amohalli Cross, Bengaluru-74

Mobile:6363954132,8095142015

E-mail:essveejobs@gmail.comWeb:www.essveetech.in

GSTIN :29CFEPV9459R1ZY



ESSVEERecruiTech

3A/3, 4th 'B' Block, BSK 6th Stage
Ganigarapalya, Bengaluru - 560062

OFFER LETTER

ESSVEE/2022/011

Date:08/11/2022

Dear Anil M R

Congratulations! Following your application for employment with **Essvee RecruiTech** and the accompanying selection process, we are pleased to inform you that we want to make you an offer for the job of **Business Development Associate**.

Your **Total Gross Salary** includes a Performance Incentive and will be INR **2,75,000/-** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

At the time of joining, you are requested to bring the following:

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Jeevan


Recruitment Manager

Principal -
RAJARAJESWARI
COLLEGE OF ENGINEERING

Mobile:6363954132,8095142013 E-mail:essveejobs@gmail.com Web:www.essveetech.in GSTIN :29CFEPV9459R1ZY

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Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

Director's Choice Award for Best Product Innovation' at Finnoviti and was conferred the 'Best Medical Insurance Product Award' at The FICCI Healthcare Awards.

Our organization is in process of recruiting team members for the below mentioned position and are desire to explore possibility to associate your institute to co-create the hiring process and recruit talent from the pool.

Brief role is mentioned as below:

Designation :-Agency Manager- Health Vertical.

KEY RESPONSIBILITIES :

Responsible for Recruiting, Developing, Managing & Retaining Insurance Agents

Role:- Appointing and Inducting Agents for the channel & Launch, Manage, Develop and Mentor Agents by regular feedbacks.

- Drive Agents towards Activation, Milestones and different Reward & Recognitions.
- Work closely with Area Manager in streamlining the Agents to office processes.

MEASURE OF SUCCESS:

- Achieving Business Plan on Recruitment of Agents, GWP, Agent Activation, Renewals and other defined factors.
- Retention of Agents & Process Compliance

Job Location:- Bangalore

CTC Offered:- 3.5 Lakhs / PA + Variable Conveyances + Incentives

Request to please help with the list of interested students of 2022 and 2023 to take this ahead.

Thanks & Regards

Vijay KG | Zonal Head- Talent Acquisition & Talent Management

Care Health Insurance Limited,# 8, 80 ft road, ST bed area, Koramangala, Bengaluru-560034

T:91-80-4910 1813, M: +91 9538900769 | Fax: 91-80-4910 1802 | <http://www.careinsurance.com>


Values that steer us ahead: Passion | Innovation | Ambition | Diligence | Teamwork

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HOD
Department of Management Studies
RajaRajeswari College of Engineering
Bangalore - 560 074.

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Bangalore - 560 074.

parameshwara p [mailto:[mailto:parameshwara@rrce.org]][mailto:parameshwara@rrce.org]
Date: 11 January 2023 14:15
To: Vijay K G
Subject: Re: Campus 2022-23

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Dear Sir,

Greetings from RajaRajeswari College of Engineering.

Further to discussion, herewith interested students DB attached for your kind reference.

Kindly consider.

Looking forward the placement drive date and facilities need to be arranged on the day of drive

Thanks & Regards,

Dr. Parameshwara P

Ph.D(Management)

Head-Training and Placement

RajaRajeswari Group of Institutions


Ramohalli Cross, Kumbalgodu,

Mysore Road, Bengaluru-74

Mob: 9945938845, Phone: 080-28437955, 28437124

Email: parameshwara@rrce.org

Web: www.rrce.org


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74

From: Vijay K G <vijay.g@careinsurance.com>

Sent: 09 January 2023 12:47

To: parameshwara p <parameshwara@rrce.org>

Subject: Campus 2022-23

Hi

Greetings from Care Health Insurance Limited (Formerly known as Religare Health Insurance Co Ltd)

About Company:

Care Health Insurance (CHI), the health insurance arm of Care Health Insurance Limited (CHIL)(formerly known as Religare Health Insurance Company Limited), is a specialized Health Insurer offering health insurance services to employees of corporates, individual customers and for financial inclusion as well. With CHI's operating philosophy being based on the principal tenet of 'consumer-centricity', the company has consistently invested in the effective application of technology to deliver excellence in customer servicing, product innovation, and value-for-money services.

Care Health Insurance currently offers products in the retail segment for Health Insurance, Critical Illness, Personal Accident, Top-up Coverage, International Travel Insurance and Maternity along with Group Health Insurance and Group Personal Accident Insurance for corporates.

The organization has been adjudged the 'Best Health Insurance Company' at the ABP News-BFSI Awards & 'Best Claims Service Leader of the Year – Insurance India Summit & Awards. Care Health Insurance has also received

Re: Campus 2022-23

parameshwara p <parameshwara@rrce.org>

Tue 24-01-2023 09:16

To: Vijay K G <vijay.g@careinsurance.com>

Cc: Anu T <t.anu@careinsurance.com>

Dear Sir,

Greetings.

Thank You so much for visiting RRCE on 20th Jan 2023 to conduct campus placement drive and selecting 12 students from our campus. Hope these students will be asset to esteemed CARE INSUREANCE.

We will confirm the date of joining at the earliest.
Looking forward for the long term association and support.

With warm regards,

Dr. Parameshwara P

Ph.D(Management)

Head-Training and Placement

RajaRajeswari Group of Institutions

Ramohalli Cross, Kumbalgodu,

Mysore Road, Bengaluru-74

Mob: 9945938845, **Phone:** 080-28437955, 28437124

Email: parameshwara@rrce.org

Web: www.rrce.org

From: Vijay K G <vijay.g@careinsurance.com>

Sent: 23 January 2023 16:42

To: parameshwara p <parameshwara@rrce.org>

Cc: Anu T <t.anu@careinsurance.com>

Subject: RE: Campus 2022-23

Dear Parameshwara,

Below students are selected. Pl confirm their tentative date of joining.

Offer letter shall be processed one week before the joining date.

Principal

RAJARAJESWARI

COLLEGE OF ENGINEERING

Ramohalli Cross, Bengaluru-

Department of Management
RajaRajeswari College of Engineering
Bangalore - 560 074.

Name	USN	Gender	Contact No	Email ID
Ajith Kumar D	1RR21BA001	Male	9743938912	ajithkumardharma10@gmail.com
bs bhavani	1RR21BA009	Female	8277257258	bsbhavani1999@gmail.com
Dinesh DS	1RR21BA014	Male	8105338983	dineshdini1718@gmail.com
Harsha V S	1RR21BA017	Male	7483100798	harshasgowda59@gmail.com
Kiran kumar k r	1RR21BA026	Male	9148548525	kirankumar59734@gmail.com
Madan C D	1RR21BA028	Male	6362450345	mgowda662000@gmail.com
madhan c v	1rr21ba029	Male	7829466360	Madhanvreddy110@gmail.com
Nagaraju A	1RR21BA031	Male	8431200323	nagarajpk9742@gmail.com
Nishanth R	1RR21BA033	Male	9535155387	Nishanthnishanth726@gmail.com
Ramy H G	1RR21BA040	Female	719423984	ramyagattigowda@gmail.com
Sahana K	1RR21BA043	Female	7975523240	sahanashetty0104@gmail.com
Vinutha B	1RR21BA056	Female	9108825125	vinuthamb681@gmail.com

Thanks & Regards

Vijay KG | Zonal Head- Talent Acquisition & Talent Management

Care Health Insurance Limited, # 8, 80 ft road, ST bed area, Koramangala, Bengaluru-560034

T:91-80-4910 1813, M: +91 9538900769 | <http://www.careinsurance.com>

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From: parameshwara p [mailto:parameshwara@rrce.org]

Sent: 16 January 2023 13:44

To: Vijay K G

Subject: Re: Campus 2022-23

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Sir,

Greetings.

Ok sir, its confirmed.

Thanks & Regards,

Dr. Parameshwara P

Ph.D(Management)

Head-Training and Placement

RajaRajeswari Group of Institutions

Ramohalli Cross, Kumbalgodu,

Mysore Road, Bengaluru-74

Mob: 9945938845, **Phone:** 080-28437955, 28437124

Email: parameshwara@rrce.org

Web: www.rrce.org

From: Vijay K G <vijay.g@careinsurance.com>

Sent: 16 January 2023 11:57

To: parameshwara p <parameshwara@rrce.org>

Subject: RE: Campus 2022-23

Hi

As Discussed, we would visit your Campus on 20th Jan for the campus drive. Pl confirm the same.

Thanks & Regards

Vijay KG | Zonal Head- Talent Acquisition & Talent Management

Care Health Insurance Limited, # 8, 80 ft road, ST bed area, Koramangala, Bengaluru-560034

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RRCE
RRCE
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-74



Date :25/10/2024

Dear **Mr. Lohith KN,**

We are delighted to extend an offer of an internship at Pyrox I-City Pvt Ltd Bangalore, for the position of Management Trainee. Your impressive performance during the interview process has earned you a place in our esteemed organisation. We are confident that your skills, coupled with our dynamic work environment, will contribute to a mutually beneficial professional association.

Internship Details

Position: Management Trainee

Internship Start Date: November 4th 2024

Stipend :Rs-15000 per month

Upon successful completion of the internship and based on your performance, we will consider offering you a permanent position as an employee of the company.

We are excited about the prospect of having you on our team and are confident that your internship will be a valuable learning experience.

Thank you for considering this offer, and we look forward to welcoming you to Pyrox I-City Pvt Ltd.

Sincerely

Vidyashree R
HR Admin
Pyrox I-City Pvt. Ltd.


Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-76

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MBA



OL No: IV01450

Offer Letter

Dear Bhoomika B P,

We are delighted to extend an offer to you for the position of **Academic Councillor** at Internzvalley. After carefully considering your qualifications and interview performance, we believe that your skills, enthusiasm and potential will greatly contribute to our team and provide you with valuable learning opportunities.

Internship Position: **Academic Councillor**

Tenure: 6 Months

Reporting Date: 11/09/2024

On Site Training Period: 11/09/2024 To 20/09/2024

On Job Training Start Date: 21/09/2024

On Job Training End Date: 10/03/2025

Target: 1,00,000 Per Month

Pre-placement offer (After completion of On Job Training): 5 LPA to 6 LPA

Work Schedule: 8hrs per day to be worked between 11Am to 8Pm on Monday to Sunday (One Rotational Week Off Between Monday to Friday).

Location: Bangalore

Handwritten signature

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bangalore-76

Internship Stipend: You will be eligible for a stipend of 18,000 and incentives up to 10,000. The stipend will be paid monthly, and will be subject to applicable deductions.

Internship Responsibility: During this internship, you will be involved in various tasks and Responsibility related to Business Development. This responsibility is designed to provide you with a comprehensive understanding of our industry. enhance your skills. and contribute to the overall goals of our organization.

Internship Benefits: As an intern at Internzvalley, you will have access to certain benefits, which may include Incentives, professional development opportunities, access to company resources.

Confidentiality and Non-Disclosure: You will be required to sign a confidentiality and nondisclosure agreement to protect the sensitive and proprietary information you may have access to during the course of your internship.

Training Period: During this training period for first 10 days will be considered as unpaid.

Conclusion of Employment: If you decide to discontinue your Internship/Employment in-between or before the Tenure mentioned above you are entitled to serve one month of notice period (30 days) In case, you won't be able to serve the notice period you would be required to pay a compensation equal to 1-month stipend and you can be relieved from the company and return all the property of the company including the electronically stored information.

Date: _____

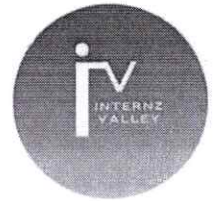
Signature: _____

91 7026090466

hr@internzvalley.com

Bangalore

<https://internzvalley.in/>



Internship Offer Acceptance: If you choose to accept this offer please sign and return a copy of offer letter by 08/09/2024 to hr@internzvalley.com if you have any questions need further clarification kindly mail us to hr@internzvalley.com.

The specific documents required for onboarding:

1. Offer letter (Two Colour Copy)
2. Two Colour Photograph.
3. **Identification documents:** Typically, you will be required to provide proof of your identity, such as a valid passport, driver's license, or national identification card. This is to establish your legal eligibility to work.
4. **Banking details:** You will need to provide your banking information, including the account number and routing number, for salary deposits.
5. **Emergency contact information:** You will be asked to provide the contact details of one or more individuals to be contacted in case of an emergency.
6. **Education and professional qualifications:** Depending on the nature of your role, you may be asked to provide copies of your educational certificates, degrees, or professional licenses to verify your qualifications.
7. Original Document for verification purpose (10th, 12th, Degree Marks sheet any one).

We are excited to welcome you to our team and look forward to a mutually beneficial and successful internship experience. Congratulations once again on your selection, and we believe that this opportunity will be an enriching step towards your professional growth.

Thank you for considering this internship opportunity with Internzvalley. We are confident that your contributions will be valuable, and we are excited to have you on board.

Sincerely,

HR
Internzvalley

Principal
RAJARAJESWARI
COLLEGE OF ENGINEERING
Ramohalli Cross, Bengaluru-70

Date: _____

Signature: _____