

December 16, 2021

HRD/3T/1002806803/21-22

Mr. Aakash G
No:2/9, Balamurugan Street,
Bharathipuram, Chromepet,
Chennai-600044
India

Ph: +91-7092356789

Dear Aakash,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Document certified by Richard Lobo
<richard_lobo@infosys.com>
Digitally signed by Richard Lobo
Date: 2021.12.16 12:44:46 IST
Reason: Digitally signed
Location: Bangalore

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PRINCIPAL
PRINCE Dr. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

| | |
|--|--------------------------|
| NAME | Mr. Aakash G |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| | |
|--|-----|
| 2. ANNUAL COMPONENT | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| | |
|--------------------------------------|---------------|
| 3. RETIRAL BENEFITS | |
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary* | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |

| | | | |
|--|-------------------------------|-----------------------------|-----------------------------|
| 4. INCENTIVE COMPONENTS | At an indicative Payout of 5% | At indicative Payout of 10% | At indicative Payout of 20% |
| TRAINING PERFORMANCE LINKED INCENTIVE (TPI) | 1,250 | 2,500 | 5,000 |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS) | 26,250 | | |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS) | 27,500 | | |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS) | 30,000 | | |

OTHER BENEFITS

| Scheme | Eligible Amount In INR | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
|--|-----------------------------|----------|---------------------|---|
| SALARY LOAN (subject to submission of Trainee Agreement) | 12000 (without security) | Nil | 12 | Nil |

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

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



APPOINTMENT LETTER

June 17, 2021

Dear Adithyan. R,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,


2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:


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PRINCE Dr. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

I Adithyan. R, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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

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

ANNEXURE III

SALARY OFFER SHEET

Name: Adithyan. R

Position: Project Engineer

Career Group: TRB - II

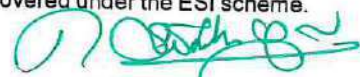
You shall receive salary as detailed below.

| COMPONENT | AMOUNT (INR) |
|---|-----------------|
| Basic | 11,670 |
| HRA | 5,835 |
| Bonus | 2,334 |
| Wipro Benefits Plan (WBP) | 4,849 |
| Total Fixed Cash | 24,688 |
| PF (Employer Contribution) | 1,800 |
| Gratuity (5.31% of Basic) | 620 |
| Total Fixed Compensation | 27,108 |
| Other Compensation Benefits | |
| Health benefit (Medical) | 600 |
| Variable Pay | |
| Target Variable Pay | 1,459 |
| Target Cost to Company per month | 29,167 |
| Total Cost to Company per annum | 3,50,004 |

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.



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ANNEXURE - IV

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Signature Adithyan. R 17/6/2021 11:34 AM

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

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

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F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

20978523



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PRINCE Dr. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127



Offer: Computer Consultancy
Ref: TCSL/DT20184395453/Chennai
Date: 20/11/2021

Ms. Aishwarya Gopinathan
No.38Devar Street,
Thandurai,Pattabiram,
Chennai-600072,
Tamilnadu.
Tel# 91-9600060575

Dear Aishwarya Gopinathan,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** 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 Xperience (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.

TCS Confidential.
TCSL/DT20184395453

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu, India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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PONMAR, CHENNAI-600127**



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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TCSL/DT20184395453

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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OF ENGINEERING AND TECHNOLOGY
FOUNTAIN, CHENNAI-600127



DirectCore/RH6785946/215012/Bangalore/February/V0

PRIVATE AND CONFIDENTIAL

January 27, 2021

Alshwarya J R

CHENNAI

India .

Dear Alshwarya J R,

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

We are pleased to offer you the position of a Trainee Associate Software Eng. in **Band 5** and **Level 1** with our organisation for a period of 6 months. The gross compensation will be **INR 2,50,000/-** (Two Lakhs Fifty Thousand rupees only) per annum.

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

Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis:


- Your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only)** per annum
- This salary change will be effective from the subsequent month after completion of 6 months from your date of joining

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

Contact Us:
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Mphasis Limited
Registered Office:
Begur World Technology Centre,
Marathahalli Outer Ring Road, Doddanahalli Village,
Mahadevapura, Bangalore 540 048, India
CIN: L3007KA1992PLC025294


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PONMAR, CHENNAI-600127

ANNEXURE - 1

| | |
|---|---------------------------------------|
| Name | Aishwarya J R |
| Band | Band 5 |
| Level | Level 1 |
| Title | Trainee Associate Software Eng |
| Total Compensation / CTC | 2,50,000 |
| Band | Band 5 |
| Level | Level 1 |
| Salary Component | Amount (In Rs./Month) |
| Basic | 8,333 |
| House Rent Allowance | 4,467 |
| Leave Travel Allowance | NA |
| Special Allowance | 2,083 |
| Ex-Gratia / Bonus* | 3,200 |
| Total Fixed Cash | 18,083 |
| Variable Pay | 1,042 |
| Provident Fund Contribution (PF) | 1,250 |
| Mediclaime Insurance Premium | 458 |
| Target Cost to Company | 20,833 |
| Target Cost to Company (per annum) | 2,50,000 |

Note:


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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

January 18, 2022

HRD/3T/1002132854/21-22

Ms. Amritha D
Door No. 8, First Floor, Mahendra Apartments, NO. 56, Ponniamman Kovil Street
Madipakkam.
Chennai-600091
India

Ph: +91-7397388842

Dear Amritha,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Document certified by Richard Lobo
<richard_lobo@infosys.com>
Digitally signed by Richard Lobo
Date: 2022.01.18 08:04:47 IST
Reason: Digitally Signed
Location: Bangalore

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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

ANNEXURE - II
(Compensation post Unit allocation)

| COMPENSATION DETAILS (All figures in INR per month) | | | | |
|---|-------------------------------|-----------------------------|-----------------------------|---|
| NAME | Ms. Amritha D | | | |
| ROLE | Systems Engineer | | | |
| ROLE DESIGNATION | Systems Engineer Trainee | | | |
| 1. MONTHLY COMPONENTS | | | | |
| BASIC SALARY | 15,000 | | | |
| BASKET OF ALLOWANCES | 4,478 | | | |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 | | | |
| MONTHLY GROSS SALARY | 22,328 | | | |
| 2. ANNUAL COMPONENT | | | | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 | | | |
| 3. RETIRAL BENEFITS | | | | |
| PROVIDENT FUND - 12% of Basic Salary | 1,800 | | | |
| GRATUITY - 4.81% of Basic Salary* | 722 | | | |
| FIXED GROSS SALARY (1+2+3) | 25,000 | | | |
| 4. INCENTIVE COMPONENTS | | | | |
| | At an indicative Payout of 5% | At indicative Payout of 10% | At indicative Payout of 20% | |
| TRAINING PERFORMANCE LINKED INCENTIVE (TPI) | 1,250 | 2,500 | 5,000 | |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS) | 26,250 | | | |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS) | 27,500 | | | |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS) | 30,000 | | | |
| OTHER BENEFITS | | | | |
| Scheme | Eligible Amount In INR | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12000 (without security) | Nil | 12 | Nil |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time | | | | |
| *The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act | | | | |



DirectCore/RH6785946/215265/Bangalore/February/V0

PRIVATE AND CONFIDENTIAL

January 27, 2021

Anusan S

CHENNAI

India .

Dear Anusan S,

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

We are pleased to offer you the position of a Trainee Associate Software Eng, in **Band 5** and **Level 1** with our organisation for a period of 6 months. The gross compensation will be **INR2,50,000/- (Two Lakhs Fifty Thousand rupees only)** per annum.

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

Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis:

- Your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only)** per annum
- This salary change will be effective from the subsequent month after completion of 6 months from your date of joining

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

Contact Us:
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Mphasis Limited
Registered Office:
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Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 043, India
CIN: L3007KA1992PLC025294

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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

ANNEXURE - 1


| | |
|---|---------------------------------------|
| Name | Anusan S |
| Band | Band 5 |
| Level | Level 1 |
| Title | Trainee Associate Software Eng |
| Total Compensation / CTC | 2,50,000 |
| Band | Band 5 |
| Level | Level 1 |
| Salary Component | Amount (in Rs./Month) |
| Basic | 8,333 |
| House Rent Allowance | 4,467 |
| Leave Travel Allowance | NA |
| Special Allowance | 2,083 |
| Ex-Gratia / Bonus* | 3,200 |
| Total Fixed Cash | 18,083 |
| Variable Pay | 1,042 |
| Provident Fund Contribution (PF) | 1,250 |
| Mediclaime Insurance Premium | 458 |
| Target Cost to Company | 20,833 |
| Target Cost to Company (per annum) | 2,50,000 |

Note:

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 T : +91 080 6750 1000
 F : +91 080 6695 9943
 E : investor.relations@mphasis.com

www.mphasis.com

 Mphasis Limited
 Registered Office:


 PRINCIPAL
 PRINCE DEVIK VASUDEVAN COLLEGE
 OF ENGINEERING AND TECHNOLOGY
 PO: MAR. CHENNAI-600127
 CIN: L3007KA1992PLC025294

Thales Data Learning Pvt. Ltd

Date: 10-02-2021

Ms. Balavanitha C
Chennai

Dear Balavanitha C,

Subj: Letter of Offer

We appreciate your interest in working for Thales Data Learning Private Limited.

We are glad to extend you an offer as a result of your success in the initial phase of our selection process. This offer is dependent on your performance during the selection process and your profile. You have been chosen to fill the Grade A Software Engineer Trainee position.

Your gross salary including all benefits will be INR 3,20,000 /- per annum, as per the terms and conditions set out herein.

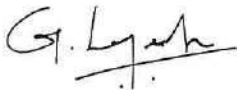
Please acknowledge with your signature to formally accept this offer. This offer will automatically be withdrawn if it is not accepted within 7 days, at which point it will be assumed that you are not interested in the position.

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


At the time of joining, you are requested to bring the following documents without fail.

1. Copies of All Certificates in proof of your age, Qualification and experience.
2. Four number of passport size photo.
3. Medical Fitness Certificate.
4. Copy of any document like Driving license/ voter ID/ passport/ Ration card/ Aadhar Card in proof of your residence.
5. A photocopy of your pancard.

Thanking you,
Thales Data Learning Private Limited



Director



PRINCIPAL
PRINCE Dr. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127



APPOINTMENT LETTER

July 05, 2021

Dear Deepak. R,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.


2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company as per the period of your employment and relevant criteria.

3. Other Benefits:

You will also be eligible for:


PRINCIPAL
PRINCE DEEPAK VASUDEWAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

I Deepak. R, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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

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

ANNEXURE III

SALARY OFFER SHEET

Name: Deepak. R

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.


| COMPONENT | AMOUNT (INR) |
|---|-----------------|
| Basic | 11,670 |
| HRA | 5,835 |
| Bonus | 2,334 |
| Wipro Benefits Plan (WBP) | 4,849 |
| Total Fixed Cash | 24,688 |
| PF (Employer Contribution) | 1,800 |
| Gratuity (5.31% of Basic) | 620 |
| Total Fixed Compensation | 27,108 |
| Other Compensation Benefits | |
| Health benefit (Medical) | 600 |
| Variable Pay | |
| Target Variable Pay | 1,459 |
| Target Cost to Company per month | 29,167 |
| Total Cost to Company per annum | 3,50,004 |

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE - IV


PRINCIPAL
PRINCE Dr. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs. 1,50,000 per annum, member employee will have an option to restrict the contribution to Rs. 1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs. 1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Signature Deepak. R 5/7/2021 13:26 PM


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

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

20979023


PRINCIPAL
PRINCE Dr. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127



Offer: Computer Consultancy
Ref: TC SL/DT20219164369/Pune
Date: 31/12/2021

Ms. Deepika Ramakrishnamurthy
No:11/102Dhinakaran Street,
Kovilambakkam,
Chennai-600129,
Tamilnadu.
Tel# 91-9840697893

Dear Deepika Ramakrishnamurthy,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,877/- 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 Xperience (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.

TCS Confidential
TC SL/DT20219164369

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 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

PRINCIPAL

**PRINCE DR. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127**



Withdrawal of Offer

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

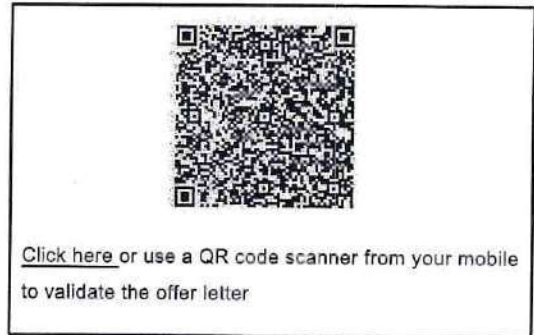
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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PRINCE DR. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

TCS Confidential
TCSL/DT20219164369

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 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

Apr-21

Mr. Devanandham RSV
S16, Haridossapuram Main Road,
Chitlapakkam,
Chennai - 600 064

Dear Devanandham,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship you will be designated as Software Engineer and your CTC would be Rs. 3/- Lakhs per annum (Rupees Three Lakhs only) is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

Your total cost to AVASOFT will be **Rs. 3/- Lakhs per annum** (Rupees Three Lakhs only) subject to Tax deduction. Further details are furnished in Annexure-1

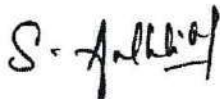


PRINCIPAL
PRINCE Dr. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>

| <u>Compensation Break Up</u> | | |
|---------------------------------|----------------------|---------------------|
| Name | Devanandham RSV | |
| Designation | Trainee Engineer | |
| | | |
| A – Base Component | Monthly (Rs.) | Annual (Rs.) |
| Basic | 15000 | 180000 |
| HRA | 7500 | 90000 |
| Total of A | 22500 | 270000 |
| | | |
| B – Basket of Allowances | | |
| Medical Allowances | 700 | 8400 |
| Total of B | 700 | 8400 |
| | | |
| C- Retirals | | |
| Provident Fund | 1800 | 21600 |
| Total of C | 1800 | 21600 |
| | | |
| Total (A+B+C) | 25000 | 300000 |

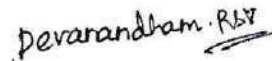
For AVA SOFTWARE Pvt. Ltd.,



Anthea Vicky

Human Resources

To AVA SOFTWARE Pvt. Ltd.,



Devanandham RSV

Trainee Engineer



PRINCIPAL

24 December, 2020

Ms. Gayathri S
India

Dear Gayathri,

We are pleased to offer you the position of **Graduate Trainee** on behalf of Sanmina Technology India Pvt. Ltd, Chennai. You will be reporting to Mr. Hariprasath Sivaram, Senior Project Manager. Your primary responsibilities in this assignment were discussed with you during your interview. You should also be aware, however, that due to the nature of our business, you could be assigned to other duties and responsibilities by persons within Sanmina - SCI (hereinafter the Company) to whom you will be reporting. It is also possible that your services could be required at any of our other locations in India or abroad, at the discretion of persons within the Company to whom you will be reporting.

COMPENSATION

You will be paid a stipend of INR 180,000/- per annum during the period of training.

Upon successful completion of the training period (on the job) i.e June 2021 to 2022, you will be paid a onetime lump sum amount of INR 1,45,000/- (Rupees One lakh forty five thousand only). This ensures that your annual (Consolidated stipend) compensation remains at INR 3,25,000/- per annum. Similarly you will be paid fixed salary plus year end guaranteed bonus for the second and third year of your employment with us.

Your (stipend) compensation details are strictly confidential and you are expected to maintain this confidentiality. Any breach of this confidence could result in corrective action up to and including termination.

The chief purpose of taking you as a trainee is to impart knowledge of several specialized activities. Please note that upon completion of training, the company is under no obligation to consider you for employment unless confirmed in writing until which period you will be a trainee only.

You will be liable to be transferred for training to any of our branches, departments, associate concerns or to any other position without assigning any reason and without any increase in the stipend and you will be governed only by the rules applicable to the unit you will be working from time to time.

You will be subject to the standing order, rules and regulations made by the company as are in force at present or as may be introduced or amended or extended or rescinded from time to time.

We welcome you to our organization, and look forward to having a mutually beneficial association.

Sincerely,

For Sanmina-SCI Technology India Private Limited


Mahalakshmi Bugatha
Manager - Human Resources

To indicate your understanding and acceptance of this letter, please sign below and return a copy of this letter to HR Department.



Gayathri S

Date: 28.12.2020


PRINCIPAL
PRINCE Dr. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127



APPOINTMENT LETTER

July 5, 2021

Dear Gopi. S,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

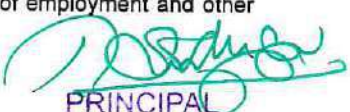
2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:


PRINCIPAL

PRINCE DR. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

I Gopi. S, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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

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

ANNEXURE III

SALARY OFFER SHEET

Name: Gopi. S

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

| COMPONENT | AMOUNT (INR) |
|---|-----------------|
| Basic | 11,670 |
| HRA | 5,835 |
| Bonus | 2,334 |
| Wipro Benefits Plan (WBP) | 4,849 |
| Total Fixed Cash | 24,688 |
| PF (Employer Contribution) | 1,800 |
| Gratuity (5.31% of Basic) | 620 |
| Total Fixed Compensation | 27,108 |
| Other Compensation Benefits | |
| Health benefit (Medical) | 600 |
| Variable Pay | |
| Target Variable Pay | 1,459 |
| Target Cost to Company per month | 29,167 |
| Total Cost to Company per annum | 3,50,004 |

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs. 15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE - IV



PRINCIPAL

**PRINCE Dr. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127**

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Signature Gopi. S 5/7/2021 15:41 PM

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

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

20979112



PRINCIPAL
PRINCE Dr. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

Registered Office

185, Third Main Road, Natesa Nagar
Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

September 23, 2020

Dear Harini Sivaguru,

Welcome to the Vuram family!

We have the pleasure of offering you a job at Vuram as an "Associate Technical Consultant" We at Vuram are keen on providing an excellent environment for work, a great learning atmosphere, a friendly work culture and highest quality service to our customers. We hope that you will have a rewarding, successful and enjoyable time working with us.


Please find enclosed your detailed appointment letter. A copy of the same is to be signed and brought by you on your date of joining. This offer is subject to providing all the required documents and agreeing to all the offer terms and conditions.

We look forward to you having a long and fruitful relationship with us.

Warm Regards,

R. Prabhavathi

Prabhavathi Macheri Shanker
Director, Vuram



PRINCIPAL
PRINCE Dr. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

Registered Office


185, Third Main Road, Natesa Nagar
Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

You will be eligible to opt for breakfast and subsidized lunch (charged at Rs. 40/day) at office. The perk shown above is calculated assuming 220 workdays in a calendar year. This perk cannot be exchanged or traded for cash benefits.

11. Your total annual Cost to Company (CTC) including your perquisites is Rs. Four lakhs Fifty Thousand Six Hundred and Seventy-Two Indian Rupees (Rs. 4,50,672.00)
12. Salary revision happens yearly, during the month of January. If you have not completed 8 full months of full time employment post probation and employment confirmation by the review month, your salary revision will happen in the subsequent January.
13. Changes in your compensation are discretionary and will be subject to and based on effective performance and results during the period and other relevant criteria.
14. Your training location and job location will be any of the Vuram offices in India.
15. This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands canceled with immediate effect.
16. This offer is valid till 5th September 2020 if you do not confirm the acceptance, Vuram has the right to withdraw the offer.
17. You will be entitled to leave, holidays and working hours as applicable to your category of employees, the project you are working on and the location of your posting.
18. Irrespective of your work location you can avail a total of 15 days off in a calendar year. For partial years worked, your vacation days will be retrospectively adjusted.
19. At the time of joining Vuram, please bring with you the following documents:
 - a. Copy of 10th & 12th mark sheets
 - b. Copy of Diploma/Degree certificate or mark sheet of the most recently concluded semester
 - c. Copy of your passport
 - d. Copy of your PAN Card
 - e. Copy of your Aadhar Card
 - f. Copy of Bank passbook first page
 - g. Medical fitness certificate
 - h. Passport Size Photograph
20. Your offer is contingent on you producing all the above documents. Vuram reserves the right to revoke this offer if you do not meet this academic requirement or if any of the information you have furnished leading to your selection is found to be misrepresented.

Other Benefits

21. Vuram aims to provide an excellent workplace for its workforce that is comfortable, enriching, and fun. There are several events organized by the company throughout the year that you can opt-in.
22. You will be entitled to the complimentary snack and beverage facilities in the premises.
23. You will be entitled to avail free company transportation for a pick-up and drop-off at a pre-determined spot (Available only at Chennai and Trichy offices).


PRINCIPAL
PRINCE Dr. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127



APPOINTMENT LETTER

June 17, 2021

Dear Haritha. S,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

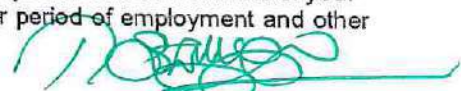
2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:


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PONMAR, CHENNAI-600127

I Haritha. S, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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

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

ANNEXURE III

SALARY OFFER SHEET

Name: Haritha. S

Position: Project Engineer

Career Group: TRB - II

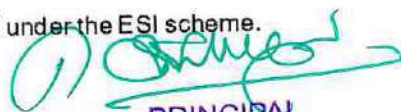
You shall receive salary as detailed below.

| COMPONENT | AMOUNT (INR) |
|---|-----------------|
| Basic | 11,670 |
| HRA | 5,835 |
| Bonus | 2,334 |
| Wipro Benefits Plan (WBP) | 4,849 |
| Total Fixed Cash | 24,688 |
| PF (Employer Contribution) | 1,800 |
| Gratuity (5.31% of Basic) | 620 |
| Total Fixed Compensation | 27,108 |
| Other Compensation Benefits | |
| Health benefit (Medical) | 600 |
| Variable Pay | |
| Target Variable Pay | 1,459 |
| Target Cost to Company per month | 29,167 |
| Total Cost to Company per annum | 3,50,004 |

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance of Rs. 15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2lac per annum.


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ANNEXURE - IV

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Signature Haritha. S 17/6/2021 15:26 PM


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

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T :+91 (80) 2844 0011
F :+91 (80) 2844 0054
E :info@wipro.com
W :wipro.com
C :L32102KA1945PLC020800

20978591


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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

10-May-2021

A.Ishwareya

Prince Dr. K. Vasudevan College of Engineering and Technology

Dear A.Ishwareya,

We are pleased to offer you the position of Junior Software Developer at Samtech Solutions. This letter outlines the terms and conditions of your employment with our company.

1. Start Date and Employment Status:

Your start date will be **07-June-2021** and your employment status will be full-time, exempt.

2. Compensation:

Your starting salary will be **2,24,000** per year, paid on a monthly basis. You will also be eligible for an annual performance-based bonus, to be determined by the company.

3. Benefits:

We offer a comprehensive benefits package, including:

Medical, dental, and vision insurance

Paid time off (PTO) and holidays.

Flexible spending accounts (FSAs)

Employee assistance program (EAP)

All benefits are subject to the terms and conditions of the plan documents.

4. Job Duties and Responsibilities:

As a Junior Software Developer, your duties and responsibilities will include, but not be limited to:

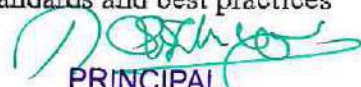
Developing and maintaining web applications and websites

Collaborating with designers and other developers to create user-friendly, responsive web experiences

Writing clean, efficient, and well-documented code

Debugging and troubleshooting issues with web applications

Participating in code reviews and contributing to team standards and best practices



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F2, Giri Apartments, Behind IOB, Virugambakkam,
Chennai - 600 092, Tamil Nadu,
E-mail: Indiasamsolutions@hotmail.com

SAMTECH SOLUTIONS

5. Confidentiality and Non-Disclosure:

As an employee of Samtech Solutions, you will have access to confidential and proprietary information. You will be required to sign a confidentiality and non-disclosure agreement, which will prohibit you from disclosing any confidential or proprietary information without the company's prior written consent.

6. Termination:

Your employment maybe terminated by either party, without reasons, by giving the other in writing no less than 90 days' prior notice. The Company reserves the right to pay or recover salary in lieu of notice period at the sole discretion of the Company. Further, the Company may at its sole discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period.

Please let us know if you have any questions or concerns regarding the terms and conditions outlined in this letter. If you accept this offer, please sign, and return a copy of this letter to our HR department.

We look forward to having you join our team.

Sincerely,



Kannaki S

**Manager - Human resources
Samtech Solutions**

Agreed and Accepted by



A. Ishwareya



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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127**



04/16/2021

Janani M S

NO.5, Flat no.G3, Guru Malola apartments, 14th street, NCBS Colony

Chennai, 600061

India

Dear Janani,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Software Engineer at DXC Technology India Private Limited of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 05/13/2021. Your job level at DXC is 3.

Your appointment with DXC Technology India Private Limited is on the following terms and conditions.

Kindly note that considering the current pandemic situation, you are required to work from home. Once the situation normalizes, as determined by DXC, you would be required to report to any of DXC offices across the country based on information provided by your manager.

Compensation and Benefits

1.0 Salary

Your Fixed Gross Salary will be INR 360,000.00 per annum and Total Gross Salary will be INR 360,000.

1.1 Basic Pay

You will be eligible for a Basic Pay which will be INR 180,000.00.

1.2 Provident Fund

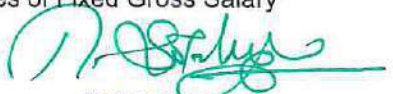
You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your Basic Salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Commission, wherever applicable.

1.3 Gratuity

You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

1.4 Insurance

Medical Insurance coverage is extended to employee, spouse and up to two children on a family floater basis for INR 500,000. You have an option to top it up by INR 200,000 or INR 400,000 or INR 600,000 or INR 800,000 by paying an additional premium. You can also cover parents/in laws by paying premium in the same floater. Group personal accident insurance (GPAP) coverage is 3 times of Fixed Gross Salary


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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127



04/16/2021

Janani M S

Dear Janani,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include but not limited to criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. Also, the offer of employment is contingent on you meeting the educational eligibility criteria set-forth during the hiring process and you meeting the qualifying criteria for our training curriculum (including cut-off marks for courses as maybe applicable as well as cut off marks for assessment examinations, jointly and severally). If any of the aforesaid conditions are not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.


We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi

Lokendra Sethi (May 15, 2021 11:35 GMT+5.5)

Lokendra Sethi
Vice President - Human Resources


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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

DXC Technology India Private Limited (formerly known as CSC Technologies India Private Limited)
CIN: U72900TN2015FTC102489
Registered Office:
Unit 13, Block 2, SDF Buildings, MEPZ-SEZ, Tambaram Sanatorium, Chennai (Tamil Nadu) - 600 045.
Ph: +91-44-22628080 / 22623880, Fax: +91-44-22628171
Website: www.dxc.technology



DirectCore/RH6785946/215284/Bangalore/February/V0

PRIVATE AND CONFIDENTIAL

January 27, 2021

Karthika A

CHENNAI

India .

Dear Karthika A,

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

We are pleased to offer you the position of a Trainee Associate Software Eng. in **Band 5** and **Level 1** with our organisation for a period of 6 months. The gross compensation will be **INR 2,50,000/- (Two Lakhs Fifty Thousand rupees only)** per annum.

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

Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis:

- Your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only)** per annum
- This salary change will be effective from the subsequent month after completion of 6 months from your date of joining

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

Contact Us:

T : +91 080 6750 1000

F : +91 080 6895 9943

E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited


Registered Office:

Bagmane World Technology Centre,

Marathahalli Outer Ring Road, Doddanankundi Villages,

Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294


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PONMAR, CHENNAI-600127

ANNEXURE - 1

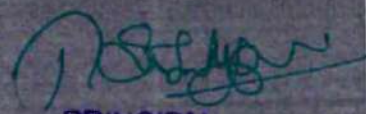
| | |
|---|--------------------------------|
| Name | Karthika A |
| Band | Band 5 |
| Level | Level 1 |
| Title | Trainee Associate Software Eng |
| Total Compensation / CTC | 2,50,000 |
| Band | Band 5 |
| Level | Level 1 |
| Salary Component | Amount (In Rs./Month) |
| Basic | 8,333 |
| House Rent Allowance | 4,467 |
| Leave Travel Allowance | NA |
| Special Allowance | 2,083 |
| Ex-Gratia / Bonus* | 3,200 |
| Total Fixed Cash | 18,083 |
| Variable Pay | 1,042 |
| Provident Fund Contribution (PF) | 1,250 |
| Mediclaim Insurance Premium | 458 |
| Target Cost to Company | 20,833 |
| Target Cost to Company (per annum) | 2,50,000 |

Note:

 Contact Us:
 T: +91 080 6750 1000
 F: +91 080 6895 9943
 E: investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited
 Registered Office:
 Bagmane World Tech Center
 Marathahalli Outer Ring Road, Doddanahalli
 Mahadevasapura, Bangalore 560075
 CIN: L3007KA1992PLC030734


PRINCIPAL
DR. K. VASUDEVAN COLLEGE
GREY ENGINEERING AND TECHNOLOGY
CHENNAI 600 075

17 December, 2020

Ms. Kayathri K
India

Dear Kayathri,

We are pleased to offer you the position of **Graduate Trainee** on behalf of Sanmina Technology India Pvt. Ltd, Chennai. You will be reporting to Mr. Sateesh Udayakumar, Senior Project Manager. Your primary responsibilities in this assignment were discussed with you during your interview. You should also be aware, however, that due to the nature of our business, you could be assigned to other duties and responsibilities by persons within Sanmina - SCI (hereinafter the Company) to whom you will be reporting. It is also possible that your services could be required at any of our other locations in India or abroad, at the discretion of persons within the Company to whom you will be reporting.

COMPENSATION

You will be paid a stipend of INR 180,000/- per annum during the period of training.

Upon successful completion of the training period (on the job) i.e June 2021 to 2022, you will be paid a onetime lump sum amount of INR 1,45,000/- (Rupees One lakh forty five thousand only). This ensures that your annual (Consolidated stipend) compensation remains at INR 3,25,000/- per annum. Similarly you will be paid fixed salary plus year end guaranteed bonus for the second and third year of your employment with us.


Your (stipend) compensation details are strictly confidential and you are expected to maintain this confidentiality. Any breach of this confidence could result in corrective action up to and including termination.

The chief purpose of taking you as a trainee is to impart knowledge of several specialized activities. Please note that upon completion of training, the company is under no obligation to consider you for employment unless confirmed in writing until which period you will be a trainee only.

You will be liable to be transferred for training to any of our branches, departments, associate concerns or to any other position without assigning any reason and without any increase in the stipend and you will be governed only by the rules applicable to the unit you will be working from time to time.

You will be subject to the standing order, rules and regulations made by the company as are in force at present or as may be introduced or amended or extended or rescinded from time to time.

1


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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

We welcome you to our organization, and look forward to having a mutually beneficial association.

Sincerely,

For Sanmina-SCI Technology India Private Limited

Mahalakshmi Bugatha
Manager - Human Resources

To indicate your understanding and acceptance of this letter, please sign below and return a copy of this letter to HR Department.



Kayathri K

Date: 17.12.20



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PONMAR, CHENNAI-600127

17 December, 2020

Ms. Keerthana G K
India

Dear Keerthana,

We are pleased to offer you the position of **Graduate Trainee** on behalf of Sanmina Technology India Pvt. Ltd, Chennai. You will be reporting to Mr. Sateesh Udayakumar, Senior Project Manager. Your primary responsibilities in this assignment were discussed with you during your interview. You should also be aware, however, that due to the nature of our business, you could be assigned to other duties and responsibilities by persons within Sanmina - SCI (hereinafter the Company) to whom you will be reporting. It is also possible that your services could be required at any of our other locations in India or abroad, at the discretion of persons within the Company to whom you will be reporting.

COMPENSATION

You will be paid a stipend of INR 180,000/- per annum during the period of training.

Upon successful completion of the training period (on the job) i.e June 2021 to 2022, you will be paid a onetime lump sum amount of INR 1,45,000/- (Rupees One lakh forty five thousand only). This ensures that your annual (Consolidated stipend) compensation remains at INR 3,25,000/- per annum. Similarly you will be paid fixed salary plus year end guaranteed bonus for the second and third year of your employment with us.

Your (stipend) compensation details are strictly confidential and you are expected to maintain this confidentiality. Any breach of this confidence could result in corrective action up to and including termination.

The chief purpose of taking you as a trainee is to impart knowledge of several specialized activities. Please note that upon completion of training, the company is under no obligation to consider you for employment unless confirmed in writing until which period you will be a trainee only.

You will be liable to be transferred for training to any of our branches, departments, associate concerns or to any other position without assigning any reason and without any increase in the stipend and you will be governed only by the rules applicable to the unit you will be working from time to time.

You will be subject to the standing order, rules and regulations made by the company as are in force at present or as may be introduced or amended or extended or rescinded from time to time.

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