



**NEW HORIZON  
COLLEGE - MARATHALLI**



**Affiliated to Bangalore North University, Approved by Government of Karnataka**

Accredited by NAAC with 'A' Grade, Recognized under section 2(f) of the UGC Act, 1956

The Trust is a Recipient of Prestigious Rajyotsava State Award 2012 Conferred by Government of Karnataka

### **BCA/BBA/BCOM Placement Policy & Guidelines**

#### **1. Eligibility:**

- a. All Final Year BCA/BBA/BCOM students with 5.75 CGPA and possessing industry readiness programs with 90% attendance in Trainings.
- b. Students should also satisfy eligibility criteria of the company.

#### **2. Participation Guidelines:**

A student can participate in the placement process of a company subject to the following conditions:

##### **Registration Process: -**

- a. Student should enroll him/herself with HRD Department, with all testimonials viz; Two (2) Passport-size Color Photos, Aadhar Card, PAN Card, Updated Resume, Photocopies of Certificates and any relevant information to be submitted to the company.
- b. Registration for all the programs will be done during the month of July or August, every year.

##### **Dream Offer & Location (PAN India): -**

- c. Each Student will be given one general offer and the Dream Offer. Initially, students will not have option to choose companies to get placed. However, after

getting placed in a particular company they will have the privilege of choosing dream company.

d. The jobs will be offered at various locations within Karnataka or PAN India.

**Shift/Late Working with the companies: -**

e. Student should be willing to relocate accordingly and shall be flexible to work in rotational shifts and graveyard Shifts as per company's norms as benefits for flexi-working hours viz; cab, shift allowances are extended by companies.

f. Shortlisting of the students is solely at the discretion of the company as per the specific criteria – UG/Degree, Percentage, Gender, languages, Skills etc.

**Attendance:**

g. Attendance is mandatory once notified about the campus Interviews by the HRD (CR, L&D and P) Department. Absence in any three Off or On-campus interviews, would disqualify the student for further placements.

**Awareness about the Job Profile & Company: -**

h. Students are advised to browse through the company and satisfy themselves about job profile before registering for such company. If selected by company, it is mandatory that one should accept the offer. If student fails to accept such offer, it would be considered as offer given but not accepted, hence no further placement opportunities.

**Discipline and Punctuality: -**

i. Students are expected to be punctual either off-campus/on-campus. Late comers for Aptitude Test/GD or interviews shall not be allowed for the selection process.

**Queries through HR, Placement Department and CR Only:**

j. Students are not permitted to discuss and negotiate related to CTC, Role, Location, and Distance and if refuses to receive the offer to attend next company etc., directly with the Recruiters, under any circumstances which spoils the reputation of the Institution.

k. Such misconduct would be viewed as of very serious nature and their names will be removed from the placements list.

l. Any FAQ's pertaining to business can be asked in HR presentations.

**Abstaining to Attend any 3 companies, Disinterested:**

m. A student who fails to attend any of the 3 companies and shown interest will be treated as **"Not Interested "case and** abstained from placements on his own and the name of such student will be circumscribed from the Placement List by HRD (CR, L&D and P) Department.

**3. Offer of a Job – Operative guidelines**

If Student receives any offer directly from the company/ or on his own efforts, they should inform immediately either soft / hard copy to be sent across to HRD (CR, L&D and P) Department, as a result of the off-campus/on-campus recruitment process or their own effort.

4. HRD, (CR, L&D and P) Department reserves all rights to Proceed with any name of the students from placements List on disciplinary and on the grounds of Misconduct.

5. Students would maintain absolute discipline, decorum during the off -Campus Drives or On-Campus Drives.

6. Dress Code: All eligible students should follow the dress code as below, while meeting with Company officials for interviews.

a. Monday to Saturday: Formals

b. Casuals, Sneakers, Jeans/Torn Jeans and T-Shirts, slippers are not allowed

7. English is mandatory when they are on Campus to cultivate as a habit & improvise their Fluency over the language, required to meet the standards of the companies.

#### **8. Trainings**

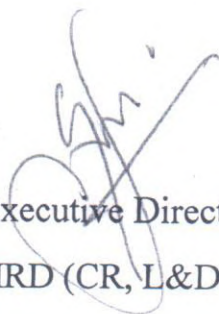
a. Aptitude & Soft Skills trainings will be conducted by HRD, Life Skills Department respectively, to enhance the competency & skills as required to face interviews.

b. 90% of the attendance for training is required to become eligible for placements.

c. All Technical Trainings provided by the respective departments should be attended.

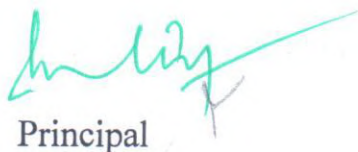
d. 90% of the attendance for training is required to become eligible for placements.

HRD (CR, L&D and P) Department reserves all the rights to change, modify the Policy from time to time.



Executive Director

HRD (CR, L&D and P)



Principal

Principal  
NEW HORIZON COLLEGE  
Ring Road, Bellandur Post,  
Bangalore - 560 103.



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**Action Plan for 2020-2021 Batch of UG (BBA, B. Com and BCA)**

1. July / August will start the online Aptitude and soft Skill Training.
2. Soft Skills will be In-house, or Need Based.
3. Company Specific Training of Excel.
4. Orientation on Placements for those who are serious about the campus or College Placements.
5. Collect the Data of all those who are interested in college Placements.
6. August Will Start the Placements.
7. Proper Screening will be done at the college level itself.
8. Conducting online sessions on internet etiquettes and equipping them with necessary training to attend online campus placements.
9. Will take an Undertaking from all those who are serious about the college placements.
10. Will Categorize them in two:
11. Category 1 will be those who do not have any standing backlog with good academics. OR as per the Eligibility of the company.
12. Category 2 will be for those students who have one backlog and will fall in for those companies who accept one backlog.
13. Follow up with companies through mails and calls.

*MS*



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## **PLACEMENT COMMITTEE-MINUTES**

**2020-21**

**Agenda for the 1<sup>st</sup> meeting of the calendar year of Placement Committee to be held at 2:00 pm on 2<sup>nd</sup> July 2020**

1. To extend warm welcome to the members present.
2. Review of 2018-19 placement activities
3. Identifying the prospective companies and inviting them to conduct placement drives in the campus.
4. Planning pre-placement activities and allocation of the same to the committee members.

**Participants:**

**Placement Department:**

- Prof. Gurucharan Singh, Executive Director - NHCE
- Ms. Manisha, HR Manager (CR, L&D and P) - M
- Mr. Santosh - HR Executive (CR, L&D and P) - S

**NHCM**

- Ms. Ruchi Vohra- Faculty Coordinator, NHCM
- Ms. Syamili- Faculty In charge, NHCM

**Summary:**

**Item No. 1: To extend warm welcome to the members present**

The Executive Director extended warmth welcome to all the members present. The members took note of the same.

**Item No. 2 view of 2018-19 placement activities**

A brief discussion of the placement activities during 2019-20 was made and action plan was made for smooth conduct of placement activities for the year 2020-21.

**Item No. 3: To identify the prospective companies and inviting them to conduct placement drives in the campus**

The Committee members and Placement officer in consultation with the Executive Director identified the prospective list the companies to be invited for the campus placements for the academic year 2020-2021. The schedule of the campus placements be finalized by the Placement Officer in consultation with the principal. Accordingly, the following resolutions were passed.

“Resolved that the Placement Officer be and is here by authorised to finalize the list of companies, in consultation with the principal, as placed before the meeting.”

“Resolved further that the Placement Officer be and is here by authorised to finalise schedule of campus placements for various courses in consultation with company executives of the company concerned and the principal of the college.”

**Item No. 4: To Plan pre-placement activities and allocation of the same to the committee members**

The Placement Officer apprised members the pre-placement activities planned are:

- Placement orientation seminar to all the final year students by the month end of June.
- Display of Placement Drive schedule, Company Profile, Job Criteria, Charts related to career options, career orientations on the notice board.
- Registration forms to be distributed and collected by end of July.

The members discussed the matter and passed following resolution.

“Resolved that the pre-placement activities and assigning the tasks and activities to the persons concerned as per the schedule placed before the meeting be and is here by approved.”

The meeting concluded with vote of thanks to the chair.

Date: 2<sup>nd</sup> July 2020

Place: Executive Director Office

  
Principal  
NEW HORIZON COLLEGE  
Ring Road, Bellandur Post,  
Bangalore - 560 103.  
D



### Placement details 2020 - 21

SL NO	Registration No.	Name of the Student	Program	Name of the Company placed
1	C1847382	Tina Prince	B.Com	Credvest
2	B1821151	Sunil Sharma R	BBA	McKinsey
3	B1821151	Shriya	BBA	Empower
4	B1821156	Tanay	BBA	DXC Technologies
5	B1821161	Thejashwini S	BBA	DXC Technologies
6	B1821042	Divya H V	BBA	ICICI Prudential
7	B1821064	K Sreeja Reddy	BBA	ICICI Prudential
8	B1821075	Kritika	BBA	ICICI Prudential
9	B1821076	Krupa B G	BBA	ICICI Prudential
10	B1821100	Neelesh .M.V	BBA	ICICI Prudential
11	B1821106	Nithya.R	BBA	ICICI Prudential
12	B1821172	Vinutha	BBA	ICICI Prudential
13	B1821156	Tanay	BBA	ICICI Prudential
14	B1821015	Anjali Kumari A	BBA	Apexon
15	B1821029	Chandini.G	BBA	Apexon
16	B1821104	Nikitha S	BBA	Apexon
17	B1821137	Shalini G K	BBA	Apexon
18	B1821147	Sonia.R.Bakale	BBA	Apexon
19	B1821020	Arshiya Zoha	BBA	Target
20	B1821048	Gafira S	BBA	Target
21	B1821158	Tanusha .K.J	BBA	KPIT
22	B1821024	Bhavya.S	BBA	Gallagher
23	B1821052	Garjala Venkata Naga Sai Pavan	BBA	Gallagher
24	B1821041	Dhanushree J	BBA	Clarivate

25	B1821045	Ennamuri Venkata Lakshmi Suma	BBA	TCS
26	B1821047	Gadamsetty Likhita	BBA	TCS
27	B1821078	Lebaka Harika	BBA	TCS
28	B1821080	Lohith D Y	BBA	TCS
29	B1821128	Sai Kaushik K	BBA	TCS
30	B1821154	Sushmitha S	BBA	TCS
31	B1821106	Nithya.R	BBA	TCS
32	B1821156	Tanay	BBA	TCS
33	B1821116	Rahul Menon R	BBA	Credvest
34	B1821154	Sushmitha S	BBA	Credvest
35	B1821157	Tanishqa Suvesh	BBA	Credvest
36	B1819286	Vandhana Gk	BCA	Deloitte
37	B1819284	Vaishnavi P	BCA	Hexaware Technologies
38	B1814469	Supriya D	BCA	Wipro
39	B1819208	Akshitha C	BCA	NTT Data
40	B1819246	Manjunath P Shetti	BCA	NTT Data
41	B1819257	P.Rukmesh	BCA	NTT Data
42	B1819231	Kallur Nethravathi	BCA	NTT Data
43	B1819231	Kallur Nethravathi	BCA	DXC Technologies
44	B1819262	Preetham Kumari M	BCA	TCS
45	B1819213	Bronson Takhellambam	BCA	Infosys
46	B1819271	Sandhya .S.V	BCA	Infosys
47	B1819257	P.Rukmesh	BCA	Infosys
48	B1819231	Kallur Nethravathi	BCA	Infosys
49	B1819227	Harshitha Edward	BCA	Cognizant
50	B1819231	Kallur Nethravathi	BCA	Cognizant
51	B1819204	Ajay J.P	BCA	Fidelity Information Systems
52	B1819216	Chandrakanth V	BCA	Fidelity Information
53	B1819280	Suman S	BCA	Target
54	B1819267	S Karthik Singh	BCA	IQVIA
55	C1847220	Ashutosh	BCom	Lowe's India
56	C1847268	K Thanuja	BCom	Lowe's India

57	C1847254	N.Harini	BCom	Empower
58	C1847224	Bharath Kumar S	BCom	ICICI Prudential
59	C1847225	Bhavana.S	BCom	ICICI Prudential
60	C1847287	Mitukumar Mandal J	BCom	ICICI Prudential
61	C1847306	Patil Sagar T	BCom	ICICI Prudential
62	C1847350	Shashank Singh S	BCom	ICICI Prudential
63	C1847399	Yashwanth C	BCom	Gallagher
64	C1847224	Bharath Kumar S	BCom	Gallagher
65	C1847214	Aniketh Singh V	BCom	HP Inc.
66	C1847399	Yashwanth C	BCom	Mphasis
67	C1847218	Apsar Ahamed S	BCom	TCS
68	C1847238	Chethana . R	BCom	TCS
69	C1847260	Hridya Mohan	BCom	TCS
70	C1847270	Kavya V	BCom	TCS
71	C1847334	S.N.E.S.S.Manasa	BCom	TCS
72	C1847349	Sharandeep Kaur	BCom	TCS
73	C1847356	Sindhu.R	BCom	TCS
74	C1847287	Mitukumar Mandal J	BCom	TCS
75	C1847270	Kavya V	BCom	Societe Generale
76	C1847334	S.N.E.S.S.Manasa	BCom	Societe Generale
77	C1847393	Vikas Kumar	BCom	Credvest




Principal  
NEW HORIZON COLLEGE  
Ring Road, Bellandur  
Bangalore - 560 103. Dist.  
and 560 103.

**Department of HRD (CR, T&P)**  
**List of departments Visited and Final Offer Letters 2020 – 21**

SL NO	Company Name	Eligible Batch	Final Offer Branch wise	Total Offer
1	Apexon	BCA	0	5
		BCOM	0	
		BBA	5	
2	Clarivate	BCA	0	1
		BCOM	0	
		BBA	1	
3	Cognizant	BCA	2	2
		BCOM	0	
		BBA	0	
4	Credvest	BCA	0	5
		BCOM	2	
		BBA	3	
5	Deloitte	BCA	1	1
		BCOM	0	
		BBA	0	
6	DXC Technologies	BCA	1	3
		BCOM	0	
		BBA	2	
7	Empower	BCA	0	2
		BCOM	1	
		BBA	1	
8	Fidelity Information System	BCA	2	2
		BCOM	0	
		BBA	0	
9	Gallagher	BCA	0	4
		BCOM	2	
		BBA	2	
10	Hexaware Technologies	BCA	1	1
		BCOM	0	
		BBA	0	
11	HP Inc	BCA	0	1
		BCOM	1	
		BBA	0	
12	ICICI Prudential	BCA	0	13
		BCOM	5	
		BBA	8	

13	Infosys	BCA	4	4
		BCOM	0	
		BBA	0	
14	IQVIA	BCA	1	1
		BCOM	0	
		BBA	0	
15	KPIT	BCA	0	1
		BCOM	0	
		BBA	1	
16	Lowe's India	BCA	0	2
		BCOM	2	
		BBA	0	
17	McKinsey	BCA	0	1
		BCOM	0	
		BBA	1	
18	Mphasis	BCA	0	1
		BCOM	1	
		BBA	0	
19	NTT Data	BCA	4	4
		BCOM	0	
		BBA	0	
20	Societe Generale	BCA	0	2
		BCOM	2	
		BBA	0	
21	Target	BCA	1	3
		BCOM	0	
		BBA	2	
22	TCS	BCA	1	17
		BCOM	8	
		BBA	8	
23	Wipro	BCA	1	1
		BCOM	0	
		BBA	0	

  
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With the industry becoming more competitive, companies are becoming more and more strategic in selection of the recruits. The industry nowadays not only looks for technical skills but also the overall personality of its recruits and professionalism. To bridge the gap between requirements of the industry and the skills of the students Pre-Placement Training was organized for fifth Semester students of B.COM & BBA by HRD Department from 3<sup>rd</sup> July 2020 to 20<sup>th</sup> July 2020. The Pre -placement training program was conducted by the in-house trainers as well as the experts from industry.

New Horizon College organized Pre-Placement Training for final year students mainly focusing on Institute Interaction. This program was organized to create awareness among final year students about needs of Industry, expectations from them and various qualities needed for good placement. Students were trained by various experts from Academia for placement related skills.

#### **Objectives**

- Developing the students to meet the industries recruitment process
- To motivate students to develop technical knowledge in the field of Ms-Excel, Accounting, Auditing and Case study analysis.
- Aiming to Place the maximum number of students through campus & off-campus interviews conducted by the top companies.





*Photos from Pre Placement Training Program*

  
**Placement Officer**

Placement Officer  
NEW HORIZON COLLEGE  
Ring Road, Bellandur Post  
Bangalore - 560103.



**Principal**  
Principal  
NEW HORIZON COLLEGE  
Ring Road, Bellandur Post,  
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## Department of HRD

### B.Com. Training Schedule

DATE	DAY	SEC	TOPICS	HOURS
7/3/2020	Friday	A	Number System	2
		B	Number System	2
		C	Number System	2
7/4/2020	Saturday	A	Direction Sense Coding Decoding	2
		B	Direction Sense Coding Decoding	2
		C	Direction Sense Coding Decoding	2
7/6/2020	Monday	A	Ratio Partnership	2
		B	Ratio Partnership	2
		C	Ratio Partnership	2
7/7/2020	Tuesday	A	Blood Relation puzzles	2
		B	Blood Relation puzzles	2
		C	Blood Relation puzzles	2
7/8/2020	Wednesday	A	Percentage Profit Loss SI CI	2
		B	Percentage Profit Loss SI CI	2
		C	Percentage Profit Loss SI CI	2
7/9/2020	Thursday	A	Arrangements	2
		B	Arrangements	2
		C	Arrangements	2
7/10/2020	Friday	A	Time & Work	2
		B	Time & Work	2
		C	Time & Work	2
7/11/2020	Saturday	A	Non Verbal Reasoning	2
		B	Non Verbal Reasoning	2
		C	Non Verbal Reasoning	2
7/12/2020	Sunday		Assessments	
7/13/2020	Monday	A	Time Speed Distance	2



		B	Time Speed Distance	2
		C	Time Speed Distance	2
7/14/2020	Tuesday	A	Syllogism, Venn Diagram	2
		B	Syllogism, Venn Diagram	2
		C	Syllogism, Venn Diagram	2
7/15/2020	Wednesday	A	Number Series Letter Series Analogy	2
		B	Number Series Letter Series Analogy	2
		C	Number Series Letter Series Analogy	2
7/16/2020	Thursday	A	Averages Mixtures Alligation	2
		B	Averages Mixtures Alligation	2
		C	Averages Mixtures Alligation	2
7/17/2020	Friday	A	Permutation Combination Probability	2
		B	Permutation Combination Probability	2
		C	Permutation Combination Probability	2
7/18/2020	Saturday	A	Data Sufficiency	2
		B	Data Sufficiency	2
		C	Data Sufficiency	2
7/19/2020	Sunday	Assessments		
7/20/2020	Monday	A	Data Interpretation	2
		B	Data Interpretation	2
		C	Data Interpretation	2



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 Bangalore - 560 11

## Training Time Schedule

New Horizon College		
Department of HRD		
Bcom		
DAY	TIME	SECTION
Monday	9.10-11.10	A
	11.30-1.30	B
	2.00-4.00	C
Tuesday	9.10-11.10	A
	11.30-1.30	B
	2.00-4.00	C
Wednesday	9.10-11.10	A
	11.30-1.30	B
	2.00-4.00	C
Thursday	9.10-11.10	A
	11.30-1.30	B
	2.00-4.00	C
Friday	9.10-11.10	A
	11.30-1.30	B
	2.00-4.00	C
Saturday	9.10-11.10	A
	11.30-1.30	B
	2.00-4.00	C

New Horizon College		
Department of HRD		
BBA		
DAY	TIME	SECTION
Monday	9.10-11.10	A
	11.30-1.30	B
Tuesday	9.10-11.10	A
	11.30-1.30	B
Wednesday	9.10-11.10	A
	11.30-1.30	B
Thursday	9.10-11.10	A
	11.30-1.30	B
Friday	9.10-11.10	A
	11.30-1.30	B
Saturday	9.10-11.10	A
	11.30-1.30	B

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Department of HRD

Training schedule for BBA and B.com.

Verbal Ability

BBA				BCom			
DAY	TIME	SECTION	Trainer	DAY	TIME	SECTION	Trainer
Monday	03.00 - 5.00	A	Murthy Sir	Monday	03.00 - 5.00	A	B Ramesh
	9.30 - 11.30	B	Devranjan C		9.30 - 11.30	B	Sowmya Maam
	10.30 - 12.30	C	Prabhu James		9.30 - 11.30	C	Richard Sir
Tuesday	03.00 - 5.00	A	Murthy Sir	Tuesday	03.00 - 5.00	A	B Ramesh
	9.30 - 11.30	B	Devranjan C		9.30 - 11.30	B	Sowmya Maam
	10.30 - 12.30	C	Prabhu James		9.30 - 11.30	C	Richard Sir
Wednesday	03.00 - 5.00	A	Murthy Sir	Wednesday	03.00 - 5.00	A	B Ramesh
	9.30 - 11.30	B	Devranjan C		9.30 - 11.30	B	Sowmya Maam
	10.30 - 12.30	C	Prabhu James		9.30 - 11.30	C	Richard Sir
Thursday	03.00 - 5.00	A	Murthy Sir	Thursday	03.00 - 5.00	A	B Ramesh
	9.30 - 11.30	B	Devranjan C		9.30 - 11.30	B	Sowmya Maam
	10.30 - 12.30	C	Prabhu James		9.30 - 11.30	C	Richard Sir



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Department of HRD

## BBA Training Schedule

DATE	DAY	SEC	TOPICS	HOURS
7/3/2020	Friday	A	Number System	2
		B	Number System	2
7/4/2020	Saturday	A	Direction Sense Coding Decoding	2
		B	Direction Sense Coding Decoding	2
7/6/2020	Monday	A	Ratio Partnership	2
		B	Ratio Partnership	2
7/7/2020	Tuesday	A	Blood Relation puzzles	2
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		B	Time & Work	2
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		B	Non Verbal Reasoning	2
7/2/2020	Sunday	Assessments		
7/13/2020	Monday	A	Time Speed Distance	2
		B	Time Speed Distance	2
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		B	Syllogism, Venn Diagram	2
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		B	Averages Mixtures Alligation	2
7/17/2020	Friday	A	Permutation Combination Probability	2
		B	Permutation Combination Probability	2
7/18/2020	Saturday	A	Data Sufficiency	2

		B	Data Sufficiency	2
7/19/2020	Sunday	Assessments		
7/20/2020	Monday	A	Data Interpretation	2
		B	Data Interpretation	2

*[Handwritten Signature]*

Principal  
**NEW HORIZON COLLEGE**  
 Ring Road, Bellandur Post,  
 Bangalore - 560 103.

DATE	TIME	SECTION	MARKS
7/19/2020			
7/20/2020			
7/21/2020			
7/22/2020			
7/23/2020			
7/24/2020			
7/25/2020			
7/26/2020			
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8/25/2020			
8/26/2020			
8/27/2020			
8/28/2020			
8/29/2020			
8/30/2020			
8/31/2020			



# NEW HORIZON COLLEGE - MARATHALLI



Affiliated to Bangalore North University, Approved by Government of Karnataka

Accredited by NAAC with 'A' Grade, Recognized under section 2(f) of the UGC Act, 1956  
The Trust is a Recipient of Prestigious Rajyotsava State Award 2012 Conferred by Government of Karnataka

Department of HRD

Training schedule for BBA and B.com.

Training Topics			
S.NO.	TOPICS	HOURS	Total Sec-Wise hour Splits
1	Number System	2	14 Quants
2	Ratio Partnership	2	
3	Percentage Profit Loss SI CI	2	
4	Time and Work	2	
5	Time Speed Distance	2	
6	Averages Mixtures Alligation	2	
7	Permutation Combination Probability	2	
8	Data Interpretation	2	4 DI & DS
9	Data Sufficiency	2	
10	Direction Sense Coding Decoding	2	12 Logical Reasoning
11	Blood Relation puzzles	2	
12	Arrangements	2	
13	Non Verbal Reasoning	2	
14	Syllogism, Venn Diagram	2	
15	Number Series Letter Series Analogy	2	
TOTAL			30

Principal  
NEW HORIZON COLLEGE  
Ring Road, Bellandur Post,  
Bangalore - 560 103.

2



## **OFFER FOR EMPLOYMENT**

Dear shriya:

On behalf of Great West Global Business Services India Private Limited ("Great West Global" or "Company"), we are pleased to offer you a Full time position as Assoc Spec Participant Transaction in the company. You will be required to join Great West Global in Bangalore on mutually agreed upon date.

Your gross annual Total Fixed Pay (TFP) will be 275,000.00 (INR Salary), subject to deduction of tax at source and other statutory deductions in compliance with the prevailing tax & other applicable laws.

Further, you will also be eligible for Gratuity and other benefits & facilities as per applicable Company Policy(s). The details of benefits & facilities will be provided to you by your Manager or Human Resource Department as a part of your New Hire Orientation. If you have additional questions, please contact GWG Human Resources at [EmpowerIndia\\_ESS@empower-retirement.com](mailto:EmpowerIndia_ESS@empower-retirement.com).

Included in this offer letter is a List of Documents that you are required to submit on or before the date of joining Great West Global.

Your employment with Great West Global is considered to be at-will and may be terminated by you or Great West Global at any time subject to applicable notice period. Your appointment at Great West Global will require you to be bound by the prevailing Great West Global code of conduct and all other rules, regulations, policies, procedures and guidelines in relation to your personal and professional conduct.

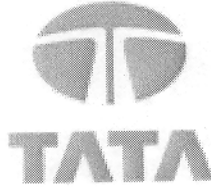
The Company shall conduct background checks to verify your work history, education, criminal history and other information as required by Company policy, client requirements & applicable laws. The Company reserves the right to take appropriate action based on the results of background check. Your employment with Great West Global is subject to you providing all the requested documents and successfully clearing the background checks.

We look forward to you joining the Great West Global team. I take this opportunity to wish you a long and successful career at Great West Global.

Sincerely,

For Great West Global Business Services India Pvt Limited  
Shilpy Sharma  
Regional Head HR- Human Resources

This is an electronically generated document and doesn't require a signature.



B1821047

Offer: BUSINESS PROCESS SERVICES  
Ref: TCSL/DT20217709569/Bangalore/BPS/BTN  
Date: 15/06/2021

Ms. Likhita Gadamsetty  
12/2/22  
Ashok Nagar  
Opposite Hari Hara Temple  
Anantapur-515001  
Andhra Pradesh  
Tel# 91-9000198414

Dear Ms. Likhita Gadamsetty,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. 13,000/- per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

Likhita





**Privileged and Confidential**

**13 September 2021**

**Arshiya Zoha  
Bangalore**

Dear **Arshiya Zoha**

1) We are pleased to offer you the position of **Sr Specialist TCOM Guest Svcs** in **Level 2** at Target Corporation India Private Limited ('Target India/ Company'). As agreed, you will join Target India on **20/09/2021**.

Please review Offer letter and respond with a written confirmation/acceptance within 5 working days beyond which Target India will have the option to withdraw the offer. Please note that this offer is contingent upon your ability to join on the mutually agreed Joining Date. In the event you are unable to join on or earlier than the Joining Date Target India will have the option to withdraw this offer. Your offer and employment with Target India is subject and contingent upon the successful completion of the background verification checks to the satisfaction of Target India.

Your projected gross annual compensation, on a **Cost to Company Basis (CTC)** is **Rs. 304,950/-** based on the following:

- Your **Total Fixed Compensation** is **Rs. 285,000/-**
- For those team members whose basic is less than Rs. 21,000 per month, we wish to bring to your notice that the "Special Allowance" portion of your CTC also includes a statutory bonus as per the requirement of the "Payment of Bonus Act 1965". The statutory bonus component will reflect as a separate item in your pay slip.
- Target India shall contribute a stipulated amount towards the Employees Provident Fund ("EPF"). The statutory deduction is calculated based on the basic salary threshold mandated under the law.
  - If your basic salary is below INR 15,000 per month (INR 180,000 per annum), Target India shall contribute INR 1,800 per month. If the basic salary exceeds INR 15,000 per month (INR 180,000 per annum), Target India shall contribute 12% of the basic pay per month, towards EPF.
  - If you hold International Worker status, the statutory contribution towards EPF is calculated at 12% per month on the sum total of basic salary and special allowance.
- Your Short Term Incentive (STI) Plan percent for the current fiscal year is **7%** (Rs. **19,950/-**) of Total Fixed Compensation. This is based on a Corporate Performance Score of 100%. However, your actual Short Term Incentive (STI) payout will vary based on both company and individual performance.
- STI for the current fiscal year will be pro-rated based on your actual Date of Joining.
- To be eligible to receive the STI payout you must be employed by Target India on the date of payment of the STI. Please note that if you are not employed by Target India on the date of the STI payout in a given fiscal year, you will not be eligible to receive the STI payout for that year.

2) Your gross compensation will be subject to applicable deduction of taxes at source in compliance with prevailing income tax regulations, and other statutory deductions. The detailed break-up of the compensation offered to you is outlined in **Annexure 'A'** to this letter. In addition to your compensation, you will be eligible for benefits in accordance with the prevailing Target India benefit policies.

3) Target India's compensation programs are industry competitive and are designed to reward and recognize performance. As a Target India team member, you will receive regular reviews and may receive a base pay increase based on your performance. Please note that as a new hire at Target India, your eligibility for incentives will be pro-rated based on your date of joining the Company. If you have joined Target India on or after November 1, 2021 you will not be eligible for incentives payable at the end of March 2022.

4) You will be initially based at the Target India offices in Bangalore. However, to support our continued growth and/or business needs you may be transferred to the offices of any subsidiary, associate companies or client/partner offices in India or overseas. In such cases, the terms of your employment with Target India may be governed by the terms and conditions applicable to the new location/company. You may be required to work out side of the regular business hours, as informed by your respective manager/managers from time to time and in accordance with applicable laws.



APEX/HRD/TA/2021/6/7812  
June 10, 2021

**Chandini Ganesh**  
170, Vidhyanagar, 2 cross, Opp SKF Factory, Hosur Main Road,  
Bommasandra, Anekal, Bangalore – 560099.

Dear Chandini,

Hearty Congratulations.

We welcome you to join a progressive and winning team with a passion for digital technologies and excellence.

We are pleased to offer you the position and role of **Associate Trainee – Talent Acquisition** with Apexon. We are a growing company, and we provide you opportunities for career development and advancement. We strongly believe that your competence, coupled with the opportunities at our company will be a winning combination.

Your work location will be in any of our locations in India viz Bangalore, Chennai, Mumbai, Hyderabad, or Coimbatore. Your initial location will be notified within first 30 days of joining. **Your start date will be June 21<sup>st</sup>, 2021.**

Your total compensation package will be **INR 2,50,000 (Two Lakh Fifty Thousand per annum)**. The breakup of your compensation is given in Annexure 1.

A detailed appointment letter will be given to you on joining.

Please note that this offer is contingent upon the following:

1. Your acceptance of this letter.
2. Your ability to travel abroad for durations as required by the company and your role.
3. Providing a relieving letter from your previous employers, if any.
4. Providing copies of educational and professional certificates.
5. Photocopies of AADHAR, PAN card & Passport.
6. Satisfactory background and reference check

We are pleased by the prospect of you starting with Apexon in this position. If you decide to accept this offer, please sign this letter, and send a scanned copy to [abhishek.raju@apexon.com](mailto:abhishek.raju@apexon.com). Please know that we would like to hear from you regarding your decision as soon as possible. **We will consider this offer to be valid until June 15<sup>th</sup>, 2021.**

We welcome you to the Apexon family and hope that you will find your experience here both rewarding and enjoyable.

Sincerely,

*Govindraaj*

**GOVINDRAJ PANAGADAN**  
Vice President & Global Head – Talent Acquisition.

Read & Accepted:

*Chandini*

Your Signature

Date: 21/6/21



2 August 2021

Name: H J Dhanushree

Address: Bangalore

Dear Dhanushree,

With reference to your application and subsequent interview with us, we are pleased to offer you the Internship with Clarivate Analytics, Bangalore for a period of 6 months.

You will be paid a stipend of Rs. 15,000 /- p.m. and are requested to join us on or before **09 August 2021**.

This offer is valid for a day from the time you receive it. Please indicate your acceptance of this offer by email within this time frame.

Please bring the following documents along with you when you come for joining:

1. One Passport size photograph (White Background)
2. Proof for Date of Birth
3. PAN card
4. Qualification Certificates (Original for verification and photocopies copies for our reference and record)
5. Copy of Passport (if any)
6. Address proof (Permanent/ Current)

Further information will be provided in the Joining Letter that you will receive at the time you join the company. Included in this Joining Letter are standard terms regarding the notice of termination or resignation which are provided below for your reference:

**"Notice of termination/resignation: 30 days' notice on either side with the Company retaining the right to pay half month's salary in lieu of the notice."**

Yours sincerely,

*Satyam Pattnaik*

Satyam Pattnaik  
VP Human Resources – India



August 10, 2021

## Letter of Appointment

Dear Ashutosh Panda,

Congratulations! We are delighted to offer you a IND\_Process Associate with Lowe's Services India Private Limited, Bengaluru (hereinafter referred to as the "Company") on the following terms and conditions:

### 1. Appointment

Your appointment is effective from August 10, 2021.

### 2. Place of work & mobility

You shall be currently based out at Bengaluru. However, at the sole discretion of the Company, you may be transferred/deputed to other location/s in India or abroad and/or from one department to another or from establishment to another and/or to any concern including to any of the Company's affiliates in any location within or outside of India in which the Company may be having any interest whether existing or which may be set up in the future. You will automatically be governed by the policies and service conditions applicable to new assignments and locations, in addition to what is mentioned here, unless contradictory.

### 3. Compensation

- Your annual fixed compensation will be INR 350000 per annum. In addition, you would be eligible for variable pay plan which is subject to Company's Performance Management Guidelines. The details of compensation are enclosed as 'Annexure A'. You agree that periodic and consistent overall performance and performance parameters set by the Company will guide your future salary revision/s. The performance parameters may change as per management discretion from time to time.
- Your salary will be subject to income tax deduction at source (TDS) as per the prevailing taxation laws and will be credited to your bank account by the last working day of every month.
- You shall strictly keep details of your salary, compensation, terms and conditions of your employment, confidential within and outside the Company at all times.
- You will be eligible to participate in variable pay Program which would vary according to your business/role goals and metrics during the performance period and payments under this plan are granted at the sole discretion of the Company.

### 4. Probation

You will be on probation for a period of three (3) months from the date of joining. At the end of your probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. Your confirmation is also subject to your submitting the documents and completion of online joining formalities as per Company policy.

The Company reserves the right to either extend the probationary period or invoke termination of this Letter of Appointment in the event your performance is not up to the expectations.

### 5. Notice Period

During probation, your services can be terminated with fifteen (15) days' notice or salary thereof by either parties. On confirmation, you will be required to mandatorily provide two (2) months' notice or pay salary in lieu thereof in case you decide to resign from the Company, unless the Company at its sole discretion waives off the notice period or part thereof. The Company can unilaterally terminate your services by giving two months' notice or paying salary in lieu thereof.

### 6. Background Verification (BGV)

The Company conducts BGV prior to or after your expected joining date to validate including but not limited to your identity, the address, education details, prior work experience, if any, and conduct any criminal checks. You expressly consent to the Company conducting such background checks. If the Company is not satisfied, with the outcome of the BGV, the Company at its sole discretion, reserves the right to terminate your services with immediate effect without serving any notice period or salary in lieu thereof.

### 7. Confidentiality

- As a condition of employment, you agree to sign and be bound by the Employee Confidentiality and the Agreement as set out in Annexure B.
- In the event of breach of the Agreement (Annexure B), the Company reserves the right to take appropriate action against you, including and not limited to termination of your employment.

## Lowe's Services India Private Limited

Building Willow – L2, Manyata Embassy Business Park, SEZ, Outer Ring Road, Nagawara, Bengaluru -560 045

CIN: U72300KA2013PTCO69867 | Ph: +91 080-67674000 | Email: india.communications@lowes.com

Website: [www.lowes.co.in](http://www.lowes.co.in)

Ashutosh Panda  
C1847220

AD



Insurance | Risk Management | Consulting

Date: 23-Jul-2021

**Bharath Kumar S**

Dear Bharath Kumar ,

This has reference to the discussions you had with us. This is to confirm our intent to offer you a position as per the details below.

**Designation: Process Associate**

Emoluments A	Per Annum	Per Month
Basic	179689	14974
Statutory Pay	15094	1258
Employer's Contribution to Provident Fund	21563	1797
<b>Fixed Emolument</b>	<b>216346</b>	<b>18029</b>
Performance Based Incentive*	8654	721
<b>Total Emoluments (A)</b>	<b>225000</b>	<b>18750</b>
<b>Benefits B</b>		
Employer's contribution of ESI	6331	
Gratuity**	8639	
<b>Total Benefits (B)</b>	<b>14970</b>	
<b>Cost To Company (CTC):Total (A+B)</b>	<b>239970</b>	
<b>Deductions</b>		
Employer's Contribution to Provident Fund		1797
Employee's Contribution to Provident Fund		1797
Employee's Contribution to ESI		122
<b>Net pay</b>		<b>14313</b>

\*Compensation would be as per company prevailing policies.

Date of joining: (Jul-Nov 2021) Tentative

(\* - Based on completion of exams and as per business requirement)

Your place of work will be at Bangalore and you will be expected to attend the office during the working hours as decided by the company.

Your appointment is subject to the following:

1. Back ground check
2. You clearing your final semester/year exams with 50% aggregate

**Gallagher Service Center LLP**

Regd. Office: 401 A,B,C,D,E,F and G, Delta #2, Gigaspace IT Park, Vimannagar, Pune - 411 014, Maharashtra (INDIA) Tel. : +91 20 6625 1700

Brigade Magnum, 1st Floor (Wing-A) & 2nd Floor, International Airport Road, Amruthahalli, Kodigehalli Gate, Hebbal, Bengaluru - 560 092, (INDIA) Tel No.: +91 80 4034 3434 / 6191 6000

LLPIN: AAI- 5010 - ('Registered with Limited Liability')

(Formerly known as Gallagher Operations Support Services Private Limited (CIN: U72900PN2006PTC128475) up to February 07, 2017)



Offer: BUSINESS PROCESS SERVICES  
Ref: TCSL/DT20217699920/Bangalore/BPS/BTN  
Date: 04/09/2021

Ms. Chethana R  
#128  
Sarjapur Road  
Mullur Govt School  
Bangalore-560035  
Karnataka  
Tel# 91-9035994963

Dear Ms. Chethana R,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,000/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

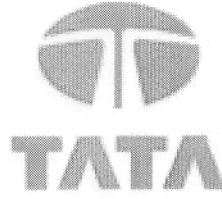
TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

Private and Confidential  
TCSL/DT20217699920

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
No 42, Think Campus, Electronic City phase II, Bangalore - 560 100, Karnataka India  
Ph.: +91 80 6724 2000 Fax 91 80 2852 1910 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com  
Registered Office: 9th Floor, Nirmal Building, Netaji Park, Netaji Park, Mumbai 400 021  
Corporate Identification No. (CIN): L22210MH1995PLC084781

*Chethana R*



**Offer: BUSINESS PROCESS SERVICES**  
**Ref: TCSL/DT20217699485/Bangalore/BPS/BTN**  
**Date: 24/06/2021**

Mr. Apsar Ahamed S  
1/56b  
Machinayakanapalli (Village)  
Near Mosque  
Hosur-635110  
Tamil Nadu  
Tel# -

Dear Mr. Apsar Ahamed S,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 6 months. During this period you will be paid a stipend of Rs. 13,000/- per month. You will be engaged as a Trainee Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.



APEX/HRD/TA/2021/6/7815  
June 10, 2021

**Nikitha Sridhar**  
No. T4, 3rd Floor, 9th cross, Abbaiah Reddy Layout,  
Kaggadapura, Bengaluru – 560093.

Dear Nikitha,

Hearty Congratulations.

We welcome you to join a progressive and winning team with a passion for digital technologies and excellence.

We are pleased to offer you the position and role of **Associate Trainee – Talent Acquisition** with **Apexon**. We are a growing company, and we provide you opportunities for career development and advancement. We strongly believe that your competence, coupled with the opportunities at our company will be a winning combination.

Your work location will be in any of our locations in India viz Bangalore, Chennai, Mumbai, Hyderabad, or Coimbatore. Your initial location will be notified within first 30 days of joining. **Your start date will be June 21<sup>st</sup>, 2021.**

Your total compensation package will be INR 2,50,000 (Two Lakh Fifty Thousand per annum). The breakup of your compensation is given in Annexure 1.

A detailed appointment letter will be given to you on joining.

Please note that this offer is contingent upon the following:

1. Your acceptance of this letter.
2. Your ability to travel abroad for durations as required by the company and your role.
3. Providing a relieving letter from your previous employers, if any.
4. Providing copies of educational and professional certificates.
5. Photocopies of AADHAR, PAN card & Passport.
6. Satisfactory background and reference check

We are pleased by the prospect of you starting with Apexon in this position. If you decide to accept this offer, please sign this letter, and send a scanned copy to Abhishek at "abhishek.raju@apexon.com". Please know that we would like to hear from you regarding your decision as soon as possible. **We will consider this offer to be valid until June 15<sup>th</sup>, 2021.**

We welcome you to the Apexon family and hope that you will find your experience here both rewarding and enjoyable.

Sincerely,

*Govindraj*

**GOVINDRAJ PANAGADAN**  
Vice President & Global Head – Talent Acquisition.

Read & Accepted:

Your Signature  
Date:

*Abhishek*  
23/9/21

Page 1 of 2





Offer: BUSINESS PROCESS SERVICES  
Ref: TCSL/DT20218031243/Bangalore/BPS/BTN  
Date: 25/06/2021

Ms. Sindhu R  
No. 2, Sharadha Nilayam, Hanumiah Reddy Road  
Halasuru  
Gandharva Bakery  
Bangalore-560008  
Karnataka  
Tel# 91-9481231628

Dear Ms. Sindhu R,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. 13,000/- per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

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Private and Confidential  
TCSL/DT20218031243

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
No 42, Think Campus, Electronic City phase II, Bangalore - 560 100, Karnataka India  
Ph.: +91 80 6724 2000 Fax 91 80 2852 1916 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com  
Registered Office: 9th Floor, Narmal Building, Nariman Point, Mumbai 400 021  
Corporate Identification No. (CIN): L22210MH1995PLC084761

*Sindhu*  
23.09.21



Offer: BUSINESS PROCESS SERVICES  
Ref: TCSL/DT20217675895/Bangalore/BPS/BTN  
Date: 24/06/2021

Ms. Sharndeeep Kaur  
#120, Hemanth Nagar  
1st Main  
Kalamandir  
Bangalore-560037  
Karnataka  
Tel# 91-7892051040

Dear Ms. Sharndeeep Kaur,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. 13,000/- per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

*Sharndeeep Kaur*



APEX/HRD/TA/2021/6/7821  
June 11, 2021

**Sonia Bakale**  
1st main, #9, LN temple road, Vagdevi layout, Munnekolala  
Marathahalli, Bangalore- 37.

Dear Sonia,

Hearty Congratulations.

We welcome you to join a progressive and winning team with a passion for digital technologies and excellence.

We are pleased to offer you the position and role of **Associate Trainee – Talent Acquisition with Apexon**. We are a growing company, and we provide you opportunities for career development and advancement. We strongly believe that your competence, coupled with the opportunities at our company will be a winning combination.

Your work location will be in any of our locations in India viz Bangalore, Chennai, Mumbai, Hyderabad, or Coimbatore. Your initial location will be notified within first 30 days of joining. **Your start date will be June 21<sup>st</sup>, 2021.**

Your total compensation package will be **INR 2,50,000 (Two Lakh Fifty Thousand per annum)**. The breakup of your compensation is given in Annexure 1.

A detailed appointment letter will be given to you on joining.

Please note that this offer is contingent upon the following:

1. Your acceptance of this letter.
2. Your ability to travel abroad for durations as required by the company and your role.
3. Providing a relieving letter from your previous employers, if any.
4. Providing copies of educational and professional certificates.
5. Photocopies of AADHAR, PAN card & Passport.
6. Satisfactory background and reference check

We are pleased by the prospect of you starting with Apexon in this position. If you decide to accept this offer, please sign this letter, and send a scanned copy to Abhishek at "abhishek.raju@apexon.com". Please know that we would like to hear from you regarding your decision as soon as possible. **We will consider this offer to be valid until June 15<sup>th</sup>, 2021.**

We welcome you to the Apexon family and hope that you will find your experience here both rewarding and enjoyable.

Sincerely,

*Govindraaj*

**GOVINDRAJ PANAGADAN**  
Vice President & Global Head – Talent Acquisition.

Read & Accepted:

Your Signature  
Date:



**Provisional Offer : BUSINESS PROCESS SERVICES**  
**Ref: TCSL/DT20217694359/Bangalore/BPS/BTN**  
**Date:15/06/2021**

Dear Mr. Sai Kaushik K,

**Sub: Letter of Provisional Offer and Terms of Employment.**

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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

Private and Confidential  
TCSL/DT20217694359

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
No 42, Think Campus, Electronic City phase II, Bangalore - 560 100, Karnataka India  
Ph.: +91 80 6724 2000 Fax 91 80 2852 1910 E-mail: corporate.office@tcs.com, Website: <http://www.tcs.com>  
Registered Office: 9th Floor, Nirmal Building, Neriman Point, Mumbai 400 021  
Corporate Identification No. (CIN): L22210MH1995PLC084781



Offer: BUSINESS PROCESS SERVICES  
Ref: TCSL/DT20217694074/Bangalore/BPS/BTN  
Date: 29/05/2021

Mr. Tanay Deora  
Sb003, Sowparnika Skanda  
Sadarmangala Main Road  
Hoodi  
Bangalore-560048  
Karnataka  
Tel# 91-8792240321

Dear Mr. Tanay Deora,

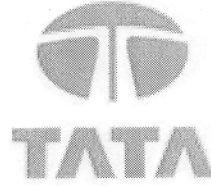
**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 6 months. During this period you will be paid a stipend of Rs. **13,000/-** per month. You will be engaged as a Trainee Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.



Offer: BUSINESS PROCESS SERVICES  
Ref: TCSL/DT20217694668/Bangalore/BPS/BTN  
Date: 09/08/2021

Mr. Mitu Kumar Mandal  
#39, 5th Cross  
Shanthinikethan Layout  
Munnekolala, Bangalore-37  
Bangalore-560037  
Karnataka  
Tel# -

Dear Mr. Mitu Kumar Mandal,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,000/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

Private and Confidential  
TCSL/DT20217694668

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
No 42, Think Campus, Electronic City phase II, Bangalore - 560 100, Karnataka India  
Ph.: +91 80 6724 2000 Fax 91 80 2852 1910 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com  
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021



Offer: BUSINESS PROCESS SERVICES  
Ref: TCSL/DT20217742663/Bangalore/BPS/BTN  
Date: 09/08/2021

Mr. Lohith Dy  
378  
Near Mariyamma Temple  
Dommasandra  
Bengaluru-562125  
Karnataka  
Tel# 91-8553103138

Dear Mr. Lohith Dy,


**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,000/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

  
17/09



Private and Confidential  
TCSL/DT20217742663

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
No 42, Think Campus, Electronic City phase II, Bangalore - 560 100, Karnataka India  
Ph: +91 80 6724 2000 Fax 91 80 2852 1910 E-mail: corporate.offices@tcs.com, Website: <http://www.tcs.com>  
Registered Office: 5th Floor, Nandan Building, Nandan Point, Mumbai 400 021  
Corporate Identification No. (CIN): L22210MH1995PLC004781



**Offer: BUSINESS PROCESS SERVICES**  
**Ref: TCSL/DT20217697103/Bangalore/BPS/BTN**  
**Date: 24/06/2021**

Ms. Suma Ennamuri Venkata Lakshmi  
3-4-198 ,Arunachalam Street

Near Sbs Kalyanamandapam  
Nellore-524002  
Andhra Pradesh  
Tel# -6362690352

Dear Ms. Suma Ennamuri Venkata Lakshmi,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. 13,000/- per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

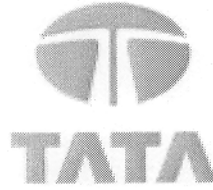
Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

*Enu [Signature]*





**Offer: BUSINESS PROCESS SERVICES**  
**Ref: TCSL/DT20217709569/Bangalore/BPS/BTN**  
**Date: 15/06/2021**

Ms. Likhita Gadamsetty  
12/2/22  
Ashok Nagar  
Opposite Hari Hara Temple  
Anantapur-515001  
Andhra Pradesh  
Tel# 91-9000198414

Dear Ms. Likhita Gadamsetty,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. 13,000/- per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

*Likhita*

Nithya



**Offer: BUSINESS PROCESS SERVICES**  
**Ref: TCSL/DT20217711318/Bangalore/BPS/BTN**  
**Date: 10/08/2021**

Ms. Nithya Ravindra Kumar  
#Ag13, Cbr Prakruti Apartments  
Mm Garden Road  
Opposite To Keerthi Super Market  
Bangalore-560043  
Karnataka  
Tel# 91-9538404043

Dear Ms. Nithya Ravindra Kumar,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 6 months. During this period you will be paid a stipend of Rs. 13,000/- per month. You will be engaged as a Trainee Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing all formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

Nithya  
21/9/21



14/10/2020

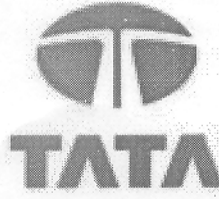
Dear K Thanuja,

Congratulations! We are glad to offer you a position with **Lowe's Services India Private Limited** (hereinafter referred to as the "**Company**"), on the following terms and conditions:

1. You will be designated as **Process Associate**, at our Bangalore location.
2. You are requested to join us on or before **June 1<sup>st</sup>, 2021**.
3. Your annual fixed compensation will be **INR 3,50,000/- per annum**. In addition, you would be eligible for variable pay plan which is subject to Company's Performance Management Guidelines (refer to **ANNEXURE - A**). Your compensation at Company will be subject to deduction of taxes at source in accordance with the prevailing income tax regulations. The details of your compensation at Company are outlined in **ANNEXURE -A**.
4. You will be on probation for a period of three months from the date of joining. At the end of your probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The Company reserves the right to either extend the probationary period or invoke termination of your employment, after completion of the probationary period. During probation, your employment may be terminated by either party with 15 (Fifteen) days of notice or payment in lieu of the same.
5. Your employment would require you to adhere to the policies including but not limited to the Code of Conduct issued by Company and its affiliates and all applicable laws during your employment. In addition to the Terms & conditions contained herein above, your employment will be governed by the "Code of Conduct" of the Company. In case of any violation of the Code of Conduct your employment may be terminated with immediate effect.
6. Your employment is subject to you successfully clearing background verification checks conducted by Company or through designated third parties. If for any reason, background check reveal any misrepresentation or any information detrimental to the interest of the Company, the Company at its sole discretion, may withdraw the offer of employment or terminate your services without notice.
7. Your acceptance of this offer of employment shall mean and include your explicit consent for Company and its designated vendors or third parties to collect, use, process and store your personal information

**Lowe's Services India Private Limited**

Building Willow- L2 , Manyata Embassy Business Park, (SEZ), Bangalore – 560 045  
CIN: U72300KA2013PTC069867 (Previously known as: ANSR Management Services India Private Limited)



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20217556231/Bangalore**  
**Date: 19/03/2021**

Ms. Preetham Kumari M  
#002, Sri Sai Enclave Apartment, 7th C Cross, Kallapa Layout, Basavanagar, Marathalli , Bangalore  
Basavanagar Bus Stand,  
Bangalore-560037,  
Karnataka.  
Tel# 91-8892171144

Dear Preetham Kumari M,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including benefits will be **₹1,90,926/-** 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, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be 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 and you meeting the TCS 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.

**COMPENSATION AND BENEFITS**

**BASIC SALARY**

You will be eligible for a basic salary of **₹7,950/-** per month.

**NTT DATA Global Delivery Services Private Limited**

Block 2, 2<sup>nd</sup> Floor, D7  
Plot No. 123, EPIP Phase II, Whitefield Industrial Area  
Bangalore 560 066 India  
Tel: +91.80.3342.6000



**19 March 2021**

**Akshitha C**  
**New Horizon College**

Dear Akshitha C,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Software Development Associate** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as **Technical Graduate Trainee** comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.8,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Software Development Associate** in Grade 4 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs. 200,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

*The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.*

*If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited*

*Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.*

Confidential

CIN: U72900KA2011PTC060769 | www.nttdataservices.com



08-Jun-2021

Dear Harshitha Edward,  
BCA, Computer Application  
New Horizon College\_Bangalore

**Candidate ID – 16858784**

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Graduate Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 251,999/-**. This includes an annual target incentive of **INR 12,000 /-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR Rs.284,111/-**. This includes an annual target incentive of **INR 12,000/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized



APEX/HRD/TA/2021/6/7824  
June 11, 2021

Anjali Kumari  
#42, VinayakaLayout, Hainayakanahalli, Sarjapur Road, Bangalore-560035.

Dear Anjali,

Hearty Congratulations.

We welcome you to join a progressive and winning team with a passion for digital technologies and excellence.

We are pleased to offer you the position and role of **Associate Trainee – Talent Acquisition** with Apexon. We are a growing company, and we provide you opportunities for career development and advancement. We strongly believe that your competence, coupled with the opportunities at our company will be a winning combination.

Your work location will be in any of our locations in India viz Bangalore, Chennai, Mumbai, Hyderabad, or Coimbatore. Your initial location will be notified within first 30 days of joining. **Your start date will be June 21<sup>st</sup>, 2021.**

Your total compensation package will be **INR 2,50,000 (Two Lakh Fifty Thousand per annum)**. The breakup of your compensation is given in Annexure 1.

A detailed appointment letter will be given to you on joining.

Please note that this offer is contingent upon the following:

1. Your acceptance of this letter.
2. Your ability to travel abroad for durations as required by the company and your role.
3. Providing a relieving letter from your previous employers, if any.
4. Providing copies of educational and professional certificates.
5. Photocopies of AADHAR, PAN card & Passport.
6. Satisfactory background and reference check

We are pleased by the prospect of you starting with Apexon in this position. If you decide to accept this offer, please sign this letter, and send a scanned copy to Abhishek at "abhishek.raju@apexon.com". Please know that we would like to hear from you regarding your decision as soon as possible. **We will consider this offer to be valid until June 15<sup>th</sup>, 2021.**

We welcome you to the Apexon family and hope that you will find your experience here both rewarding and enjoyable.

Sincerely,

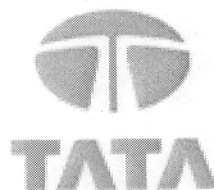
*Govindraaj*

**GOVINDRAJ PANAGADAN**  
Vice President & Global Head – Talent Acquisition.

Read & Accepted: *yes*

*Anjali*  
Your Signature

Date: *21/6/2021*



B1821045

**Offer: BUSINESS PROCESS SERVICES**  
**Ref: TCSL/DT20217697103/Bangalore/BPS/BTN**  
**Date: 24/06/2021**

Ms. Suma Ennamuri Venkata Lakshmi  
3-4-198 ,Arunachalam Street

Near Sbs Kalyanamandapam  
Nellore-524002  
Andhra Pradesh  
Tel# -6362690352

Dear Ms. Suma Ennamuri Venkata Lakshmi,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,000/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.

*EV*

**Private and Confidential**  
**TCSL/DT20217697103**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
No.42, Think Campus, Electronic City phase II, Bangalore - 560 100, Karnataka India  
Ph.: +91 80 6724 2000 Fax 91 80 2852 1910 E-mail: corporate.office@tcs.com, Website: <http://www.tcs.com>  
Registered Office: 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021





HRD/2T/21-22/1001982754

July 29, 2021

Mr. P Rukmesh P  
Candidate ID: 1001982754  
#1-22, Reddy Street,  
Puthalapattu (Post, Mandal)  
Chittoor - 517124  
Andhra Pradesh  
India  
Ph: (91) 79819 96611

Dear P Rukmesh,

**SUB: LETTER OF INTENT TO HIRE**

**Congratulations!** Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Operations Executive** in Job Level 2 with the company. Your DoJ is **January 31, 2022** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

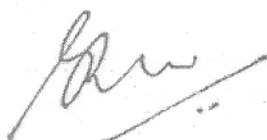
Please be advised that our offer to you will be conditional upon you having successfully completed your graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** will be **INR 222972** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at [offer\\_update@infosys.com](mailto:offer_update@infosys.com).

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,



**RICHARD LOBO**  
EVP and Head Human Resources – Infosys Limited



**TARGET**

**Privileged and Confidential**

**13 September 2021**

**Gafira S  
Bangalore**

Dear **Gafira S**

1) We are pleased to offer you the position of **Sr Specialist TCOM Guest Svcs** in Level 2 at Target Corporation India Private Limited ('Target India/ Company'). As agreed, you will join Target India on **20/09/2021**.

Please review Offer letter and respond with a written confirmation/acceptance within 5 working days beyond which Target India will have the option to withdraw the offer. Please note that this offer is contingent upon your ability to join on the mutually agreed Joining Date. In the event you are unable to join on or earlier than the Joining Date Target India will have the option to withdraw this offer. Your offer and employment with Target India is subject and contingent upon the successful completion of the background verification checks to the satisfaction of Target India.

Your projected gross annual compensation, on a **Cost to Company Basis (CTC)** is **Rs. 304,950/- based on the following:**

- Your **Total Fixed Compensation** is **Rs. 285,000/-**
- For those team members whose basic is less than Rs. 21,000 per month, we wish to bring to your notice that the "Special Allowance" portion of your CTC also includes a statutory bonus as per the requirement of the "Payment of Bonus Act, 1965". The statutory bonus component will reflect as a separate item in your pay slip.
- Target India shall contribute a stipulated amount towards the Employees Provident Fund ("EPF"). The statutory deduction is calculated based on the basic salary threshold mandated under the law.
  - If your basic salary is below INR 15,000 per month (INR 180,000 per annum), Target India shall contribute INR 1,800 per month. If the basic salary exceeds INR 15,000 per month (INR 180,000 per annum), Target India shall contribute 12% of the basic pay per month, towards EPF.
  - If you hold International Worker status, the statutory contribution towards EPF is calculated at 12% per month on the sum total of basic salary and special allowance.
- Your Short Term Incentive (STI) Plan percent for the current fiscal year is **7%** (Rs. **19,950/-**) of Total Fixed Compensation. This is based on a Corporate Performance Score of 100%. However, your actual Short Term Incentive (STI) payout will vary based on both company and individual performance.
- STI for the current fiscal year will be pro-rated based on your actual Date of Joining.
- To be eligible to receive the STI payout you must be employed by Target India on the date of payment of the STI. Please note that if you are not employed by Target India on the date of the STI payout in a given fiscal year, you will not be eligible to receive the STI payout for that year.

2) Your gross compensation will be subject to applicable deduction of taxes at source in compliance with prevailing income tax regulations, and other statutory deductions. The detailed break-up of the compensation offered to you is outlined in **Annexure 'A'** to this letter. In addition to your compensation, you will be eligible for benefits in accordance with the prevailing Target India benefit policies.

3) Target India's compensation programs are industry competitive and are designed to reward and recognize performance. As a Target India team member, you will receive regular reviews and may receive a base pay increase based on your performance. Please note that as a new hire at Target India, your eligibility for incentives will be pro-rated based on your date of joining the Company. If you have joined Target India on or after November 1, 2021 you will not be eligible for incentives payable at the end of March 2022.

4) You will be initially based at the Target India offices in Bangalore. However, to support our continued growth and/or business needs you may be transferred to the offices of any subsidiary, associate companies or client/partner offices in India or overseas. In such cases, the terms of your employment with Target India may be governed by the terms and conditions applicable to the new location/company. You may be required to work out side of the regular business hours, as informed by your respective manager/managers from time to time and in accordance with applicable laws.

15<sup>th</sup> June 2021

Mr. V Chandrakanth,

Bangalore

**Letter of Offer**

Dear V Chandrakanth,

We are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

- 1) Designation: **IT Trainee / Global Title – InP - IT Trainee**
- 2) Place of Posting: 2<sup>nd</sup> & 3<sup>rd</sup> Floor, Tower3, Block Warp, SJR I Park, EPIP Zone  
Whitefield Road, Bangalore – 560066
- 3) Date of Joining **28<sup>th</sup> June 2021**
- 4) Compensation & Benefits  
Annual Fixed Pay : **Rs. 465116/-**  
Performance Pay : **Rs. 34884/-**  
**Total Compensation(TC) : Rs. 500000/-**  
(Break up of above Compensation details are provided in Annexure 1)
- 5) Background Checks Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer. Our TPO Team will let you know the final status of your check once it is completed.
- 6) Confidentiality You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.
- 7) Notice Period: Notwithstanding anything stated above, your services are liable to be terminated by the Company without assigning any reason, by giving you 75 days' Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving 75 days' Notice or salary in lieu of Notice. Salary for this purpose will be computed on Basic Salary.
- 8) Probation period: You shall be on probation for a period of six months from the date of your joining. Your services shall be confirmed based on the performance review conducted by your Manager.

Sharing of this information will result in withdrawal of your letter of offer

A detailed Appointment Letter will be issued to you soon after you have joined the Company.

We request you to submit

- 1) The documents listed in **Annexure 2** at the time of acceptance of offer.
- 2) The documents listed in **Annexure 3** on the day of joining

We look forward to having you on board with Team FIS.

Yours sincerely



**Amol Gupta**  
Regional TPO Lead – India & Philippines

**I hereby accept the above offer**  
**V Chandrakanth**