

# Supporting Documents

5.2.2

Placement of Outgoing Students

Academic Session 2021-22



2

Infosys®

Navigate your next

September 6, 2021

HRD/3T/1002063879/21-22

Mr. Jyotirmay Shukla  
Handaur Sagra Sunderpur  
Handaur Sagra Sunderpur  
Pratapgarh-230136  
India

Ph: +91-7985294907

Dear Jyotirmay,

Welcome to Infosys!

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

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


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

Warm regards,

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

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.09.06 14:47:16 IST  
Reason: Digitally Signed  
Location: Bangalore

  
**Prabhari**  
Central Training & Placement Cell  
V.B.S. Purvanchal University (U.P.) 222003

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

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**V.B.S. Purvanchal University**  
Jaunpur

  
Computer Science & Engg  
Faculty of Engg. & Technology  
V.B.S. Purvanchal University  
Jaunpur



8/4/22, 11:45 AM

Gmail - Infosys Campus Recruitment Program: Congratulations, you have a job offer

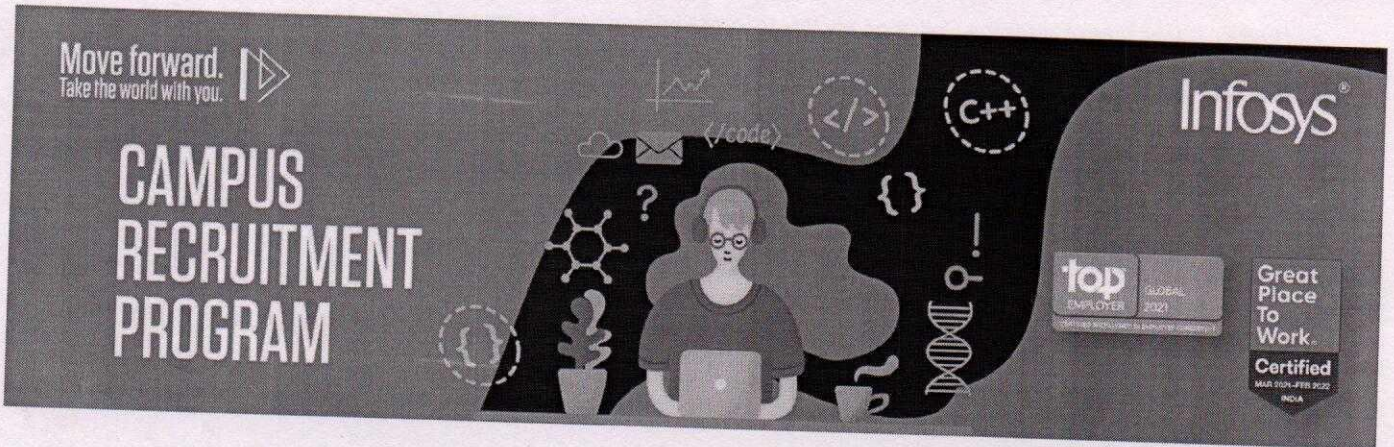


1855 04 Vansika pandey <nancypandey8@gmail.com>

## Infosys Campus Recruitment Program: Congratulations, you have a job offer

Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>  
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Mon, Jul 4, 2022 at 3:54 PM



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

**Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role.** The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition  
Infosys

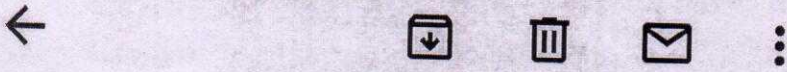
  
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Jaunpur



11:20 AM



# Systems Engineer role at Infosys

Inbox



Infosys Freshers R... Apr 22  
to Infosys



Dear Student,

Thank you for participating in the Infosys recruitment process. Congratulations! You have cleared the interview round of the process.

We are delighted to offer you the position of Systems Engineer at Infosys.

The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit. Additional benefits include health insurance of INR 4 lakhs per annum and a life cover of INR 30 lakhs.

You will soon hear from us about the next steps of the process.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at [Talent.Acquisition@infosys.com](mailto:Talent.Acquisition@infosys.com).

We look forward to welcoming you into the Infosys family.

Best regards,

Talent Acquisition  
Infosys

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Reply

Reply all

Forward



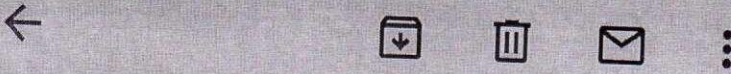
[s://drive.google.com/file/d/1I-SiyHh8V\\_Sca1-wnhPU-i2B3MFubH6g/view](https://drive.google.com/file/d/1I-SiyHh8V_Sca1-wnhPU-i2B3MFubH6g/view)

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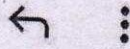
Prabhari  
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22:36 [notification icons] 0.03 KB/S [signal icons] 86%



Wipro offer letter Apr 20 to me



April 20, 2022

Dear Jitendra Yadav,

Congratulations! We are pleased to offer you the position of **Project Engineer** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop**.

**Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.**

We request you to accept the iCIMS Offer Letter within **15 days** from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

**Steps to follow to accept and save the Offer Letter**

To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, **click on Accept -> click on signature check box -> Click on "Submit and Print" -> Click on "web browser" -> ctrl+P -> save as pdf -> save -> select destination on your system to download**



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**APPOINTMENT LETTER**

March 31, 2022

Dear Shubhasheesh Kundu,

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

**1. Appointment Details:**

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

**2. Compensation:**

You will be eligible for:

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

**3. Other Benefits:**

You will also be eligible for:

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**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218324894/Delhi**  
**Date: 29/11/2021**

Mr. Himanshu Dubey  
 B-31/54 A-B, Bhogabir,  
 Lanka,  
 Varanasi-221005,  
 Uttar Pradesh.  
 Tel# -

Dear Himanshu Dubey,

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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 TCSL/DT20218324894

1

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2371 1735 Website: www.tcs.com

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

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

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Jaunpur

Prabhari  
 Central Training & Placement Cell  
 V.B.S.P.U. Jaunpur (U.P.) 222005



29



Ref: TCSL/DT20206984734/1694152/Lucknow  
Date: 15 December 2021

MS. NEHA MAURYA  
Vill + Post - Kahinaur, Dist - Mau Vandevi Road,  
Mau, Mau,  
Up-275101.  
Tel# 917355630549

**Sub: Joining Letter**

Dear Ms. Neha Maurya,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **23rd December 2021**, your joining location is **Pune**, work location is **Pune** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

*for look*  
**HEAD**  
Computer Science & Engg.  
University of Engg. & Technology  
V.B.S. Purvanchal University  
Jaunpur

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd  
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLCO84781

*[Signature]*  
**Registrar**

**V.B.S. Purvanchal University**  
Jaunpur

*[Signature]*  
**Prabhari**  
**Central Training & Placement Cell**  
V.B.S.P.U. Jaunpur (U.P.) 222002





Offer: Computer Consultancy  
Ref: TCSSL/DT20217967399/Hyderabad  
Date: 02/11/2021

Mr. Praveen Yadav  
Vill - Hengapur, Post - Shahgarh Dist- AzamgarhAzamgarh,  
Sidhari,  
Azamgarh-276001,  
Uttar Pradesh.  
Tel# -7355954247

Dear Praveen Yadav,

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSSL/DT20217967399

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

1

HEAD  
Computer Science & Engg.  
Faculty of Engg & Techno  
V.B.S. Purvanchal Univ  
Jaunpur

Prabhari  
Central Training & Placement Cell  
V.B.S.P.U. Jaunpur (U.P.) 222003

Registrar  
V.B.S. Purvanchal University  
Jaunpur



26



Ref: TCSL/DT20218472685/1701137/Hyderabad  
Date: 17 December 2021

MR. ASHUTOSH CHAUHAN  
Nai Basti Bhati Chowk Mau null,  
Shiv Hojri, Mau,  
Uttar Pradesh-275101.  
Tel# 919451631778

**Sub: Joining Letter**

Dear Mr. Ashutosh Chauhan,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **29th December 2021**, your joining location is **Lucknow**, work location is **Lucknow** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining.**

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

*[Signature]*  
**HEAD**  
Computer Science & Engg.  
Faculty of Engg. & Technol.  
V.B.S. Purvanchal Unvers  
Jaunpur

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd  
Peepul Park, Technopark Campus, Kirtavasion P.O., Thiruvananthapuram - 695 581, Kerala, India.  
Telephone : +91 471 6629400, Fax: +91 471 6629498, Website : www.tcs.com  
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLC084781

*[Signature]*  
**Prabhari**  
Central Training & Placement Cell  
B.S.P.U. Jaunpur (U.P.) 222003

*[Signature]*  
**Registrar**  
V.B.S. Purvanchal University  
Jaunpur



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Vodafone Idea 19 Apr  
to me ▾



Hi Aashish,  
Thank you so much for meeting with me today. It was such a pleasure to learn more about the team and position, and I'm very excited about the opportunity to Software Developer And join Vodafone Idea Ltd and help bring in new clients/develop world-class content/anything else awesome you would be doing with your team.

I look forward to hearing from you about the next steps in the hiring process.

Best regards  
Vodafone Idea Ltd.



Ashish Singh 19 Apr  
to ishanokia10 ▾



Show quoted text

← Reply

↩ Reply all

➦ Forward

[https://drive.google.com/file/d/1UOlgm6UH67\\_G8GYMgB7d1yi-Pqkt6LRT/view](https://drive.google.com/file/d/1UOlgm6UH67_G8GYMgB7d1yi-Pqkt6LRT/view)

*Ashish*  
Prabhari  
Central Training & Placement Cell  
V.B.S.P.U. Jaunpur (U.P.) 222003

*M*  
Registrar  
V.B.S. Purvanchal University  
Jaunpur



40

9/13/22, 6:17 AM

IMG\_20220808\_065619\_262 - Krishna Kant Dwivedi.jpg



2069498-LOI Letter....



**Tech  
Mahindra**

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

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

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

**Subject: Letter of Intent**

Dear Krishna,

This refers to the campus interview that you had attended.

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

- o You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of **First Class/60%** or equivalent grade in all other courses completed by you prior to your qualifying academic course
- o You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure - A** and

<https://drive.google.com/file/d/1d0oTSbXtqtvf8QgJKurBWDUKShxO05vw/view>

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V.B.S.P.U. Jaunpur (U.P.) 222003

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Jaunpur



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9/13/22, 6:18 AM

offer letter image - Shivani Gupta.jpeg

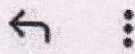
8:44 PM 10.0KB/s 49%



# Wipro Offer Letter Inbox



Wipro offer letter 20 Apr  
to me



April 20, 2022

Dear Shivani Gupta,

Congratulations! We are pleased to offer you the position of **Project Engineer** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop**.

**Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.**

We request you to accept the iCIMS Offer Letter within **15 days** from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

## Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, **click on Accept -> click on signature check box -> Click on "Submit and Print" -> Click on "web browser" -> ctrl+P -> save as pdf -> save -> select destination on your system to download.**

Please note - You will not be able to access the Offer

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## CONSULTING AND CONFIDENTIALITY AGREEMENT

THIS CONSULTING AGREEMENT (hereinafter the "Agreement"), made and entered into this 1-June-2022, by and between Ankit Gupta (hereinafter "Consultant"), with address H.No-6/11/258A Haidargaraj Bagiya, Faizabad, 224001 and ArtistFirst Technology India Pvt Ltd having its registered office at A-90 Sector-21 Noida Gautam Buddha Nagar UP 201301 (hereinafter referred to as "Company"), (hereinafter together referred to as "the Parties")

This will confirm the agreement between the Company and the Consultant this 1-June-2022 as follows.

Whereas, The Company agrees to engage the Consultant and Consultant agree to provide consulting services to the company for a period of One (1) month; and

NOW, THEREFORE, in consideration of the mutual covenants set forth in this agreement, the Parties agree as follows:

### 1. Consulting Services

For a period of One (1) month from the date first signed above, Consultant will hold themselves available to provide product related services to Company as may be requested by it. Consultant will remain available to provide such services for part time during the term of this agreement. The Consultant shall at all times be independent contractor to the Company and shall not represent or be represented as a Consultant, partner, officer or affiliate of the Company. Subject to the terms and conditions of this Agreement, the Consultant accepts this appointment as an independent contractor to the Company.

### 2. Probation Period

You will be on a probation period for an initial period of 1 week from the date of this agreement, during this period either party may terminate the agreement in case any of the parties feels the type of work is beyond the area of expertise.

### 3. Compensation

In consideration of the consulting services of this agreement, Company agrees to pay Consultant a sum of Rs. 20000/- (Rs. Twenty Thousand only) per month subject to any tax deductions if applicable. Further, you will be entitled to a one-time retainership amount of Rs. 37333.

### 4. Termination

Once the probation period is over, either party can terminate this agreement by giving the other party a notice of 30 days.

**ARTISTFIRST TECHNOLOGY INDIA PRIVATE LIMITED**  
A-90 SECTOR-21 NOIDA GAUTAM BUDHA NAGAR 201301  
CIN : U92490UP2022FTC164464

Placement & Placement Cell  
P.U. Jaunpur (U.P.) 222003

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V.B.S. Purvanchal University  
Jaunpur



74



Date: 3.1.2022

Mr. Mohd. Arif Ansari,

Based on our discussions, we are pleased to offer you the position as 'Software Engineer -Trainee' with us.

Hard copy of the Offer Letter would be handed over to you on the reporting/Joining date.

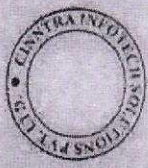
Wish you a very successful and rewarding career with **Cinntra Info Tech Solutions Private Ltd.,**

Congratulations and welcome to the **Cinntra** family.

Regards,

*Alpana*

Alpana  
HR and Admin officer



Office: Cinntra Info tech Solutions Pvt. Ltd., 711-712, Tower- B, KLI Noida One, IT Park  
Sec-62 Noida-201309, Phone No. 0120-3512422/8800908565 Website: www.cinntra.com Regd.  
Office: D-266 Vivek Vihar Delhi - 110095

*[Signature]*  
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Faculty of Engg & Technology  
V.B.S. Purvanchal University  
Jaunpur

*[Signature]*  
Prabhari  
Central Training & Placement Cell  
V.B.S.P.U. Jaunpur (U.P.) 222003  
V.B.S.

*[Signature]*  
Registrar  
V.B.S. Purvanchal University  
Jaunpur





# केंद्रीय विद्यालय आर डी यस ओ

KENDRIYA VIDYALAYA RDSO

(Under ministry of HRD, govt of India)

मानक नगर, लखनऊ Manak Nagar Lucknow (UP)

दूरभाष/Tel : 0522-2450033; फैक्स/Fax: 0522-2464587; Pin Code 226011

Website: www.kvrdso.ac.in Email : clusterrdso@gmail.com

F.N.kv.rdso / अनुबंध / 2019-20 /

2021-22

दिनांक 06.11.2021

सेवा में

स्वामी शुभा

क-एडिटर, संतमारी अलासी

जोनपुर

9795704775

सर / मैडम,

इस विद्यालय में शिक्षण के पूरक के लिए, दिन-प्रतिदिन के आधार पर कुछ कक्षाओं में शिक्षण के लिए आपकी सेवाओं का उपयोग करने का निर्णय लिया गया है। यदि आप नीचे दिए गए नियमों और शर्तों पर अपनी सेवाओं का प्रदान करने के लिए सहमत हैं, तो आपसे अनुरोध है कि आप कक्षाओं के नाम और पढ़ाए जाने वाले विषयों में शिक्षण हेतु अधोहस्ताक्षरी को 06.11.21 (दिनांक) रिपोर्ट करें।

ऑफर से जुड़े नियम और शर्तें:

- आपको PGT (.....) / TGT (.....) / PRT के पद पर संविदा आधार पर कक्षा / कक्षाओं के लिए नियुक्त किए जाते हैं, जिसके लिए आपको @ ₹ ..... प्रति माह (समेकित वेतन) का भुगतान किया जाएगा। (The contractual appointment for a period of less than a month will be paid on pro rata basis only, Vacation Pay will not be entitled and during Autumn/Winter break payment will be calculated on the pro rata basis)।
- शिक्षण के अलावा, आपको होम असाइनमेंट, उत्तर पुस्तिकाएं एवं एनी सभी पुस्तिकाओं के मूल्यांकन और उक्त विषय में परीक्षा के संचालन के लिए भी जिम्मेदार होंगे, इसके अतिरिक्त अन्य कर्तव्यों को जो भी प्रिंसिपल द्वारा सौंपा जा सकता है उन कार्यों को भी निष्ठा पूर्वक संपन्न करेंगे। आपको किये जा रहे गए भुगतान / पारिश्रमिक में उल्लिखित सभी सेवाएँ सम्मिलित होंगी।
- आपको पूरी तरह से स्पष्ट किया जाता है कि आपका असाइनमेंट विशुद्ध रूप से दिन-प्रतिदिन की प्रकृति का है और आपका शिक्षकों के संवर्ग में नियुक्ति या आपके प्लेसमेंट का कोई अधिकार नहीं देता है। आपकी सेवाओं का उपयोग दिन-प्रतिदिन की जरूरत और भुगतान के आधार पर तदनुसार किया जाएगा।
- आपको पूर्ण रूप से स्पष्ट किया जाता है कि इस पत्र में दिया गया ऑफर वर्णित उद्देश्य प्राप्त के बाद स्वतः समाप्त हो जायेगा जिसके लिए आपको वर्तमान में ऑफर दिया गया है।
- आपको ज्वाइनिंग की तारीख से एक महीने के भीतर पुलिस वरिफिकेशन / चरित्र सत्यापन / डिक्लेरेशन विद्यालय में जमा करना अनिवार्य होगा है।

विभागाध्यक्ष

व्यावहारिक अनुसंधान विभाग  
केन्द्रीय विद्यालय संगठन

Registrar

V.B.S. Purvanchal University  
Jaunpur



December 26, 2022

HRD/1001660002/22-23

Mr. Prateek KUMAR Agrahari  
102, Ramjan Nagar  
Purani Naugarh  
Siddharthnagar-272203  
India

Ph: +91-9140397800

Dear Prateek,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

**Definition**

The following terms shall have the following meanings for the purpose of this Offer of Employment ("Offer Letter" hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.

"Company" refers to Infosys Limited.

"Control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

"Training" shall mean and include all the training that shall be imparted to you on joining the Company.

**Joining**

Your scheduled date of joining the employment of the Company will be **22-May-2023**.

**Location**

Your location for employment is **MYSORE, India**.

You may be asked to relocate to any of our units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

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



No.: 2022-08/005 Date: 05-08-2022

To,

Brajesh Singh

Sub: Offer Letter.

Hello,

With reference to your application and the subsequent discussion you had with us, we are pleased to offer you employment in our organization.

As per understanding during personal discussion, you will be placed at Ahmedabad office.

You are designated as **".NET Developer"**.

Your Date of Joining is 5<sup>th</sup> August, 2022.

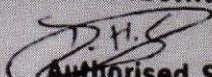
Your yearly package is INR 4.40 LPA CTC (Rupees Four Lakh Forty Thousand).

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

All the best...!

For Height8 Technologies

**FOR, HEIGHT 8 TECHNOLOGIES**

  
Authorized Signatory

Authorized Signatory

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**Height8 Technologies**  
901 Swagat Building, C G Road, Ahmedabad, INDIA  
Tel: +91-79-40089216 Email: info@height8tech.com Web: www.Height8tech.com

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Confidential

Subject to Ahmedabad jurisdiction.

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Offer: Computer Consultancy  
Ref: TCSL/DT20207272608/Ahmedabad  
Date: 20/12/2021

Mr. Vishal Kumar Mishra  
RamnthapurRamnthapur,  
Tv Studio,  
Hyderabad-500013,  
Telangana.  
Tel# 91-7844937534

Dear Vishal Kumar Mishra,

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

Vishal Kumar Mishra

TCS Confidential  
TCSL/DT20207272608

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

5<sup>th</sup> & 6<sup>th</sup> Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar, 482 009 India  
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Service Line: 1860 200 3111 Email: careers@tcs.com

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### Invitation Letter

Name: Aishwarya Singh

Date: Monday, August 02, 2021

**Dear Aishwarya Singh (Business Development Associated),**

We are glad to inform you that you are being invited to undergo a short-term fixed traineeship under the **Applicant Training Program (ATP)** in our organization.

This training program would be in two stages. Stage 1 will be a **classroom training (CRT) of 2 Weeks** Stage 2, will be an **On-the-Job Training (OJT) of 4 Weeks**. Furthermore, only on successful clearing the assessments and minimum requirements of the **CRT stage**, you will be moved to the **OJT stage**.

Please note that this invitation does not guarantee you permanent employment at BYJU'S. This Agreement will automatically expire upon the completion of the term of the training program, unless terminated earlier as per the provisions of Clause 13 of this Agreement. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management. For example, if you do not clear the CRT (classroom training stage) based on assessments that you go through, your traineeship will be terminated after two weeks and you will be paid a prorated amount for those two weeks. The decision of the Company in this matter shall be final.

#### **1. Training Program Details:**

Training Role:	Applicant Business Development Associated - Sales
Trainer:	Aishvary . (TNL201611035)
Reporting Time:	9:30 AM
Classroom Training Location:	Byjus Noida - 2nd Floor, D-1, Sector - 3, Noida, Gautam Buddha Nagar, Uttar Pradesh, 201301
OJT Training Location:	Byjus - Noida
Role Location:	Noida

**2. Date of Enrollment:** Your enrollment becomes effective from the date of joining the Applicant Trainee Program, which date shall be no later than **Tuesday, September 27, 2022**.

**3. Term:** The term of this training program would be for a period of 2 Weeks + 4 Weeks , commencing from your date of enrollment. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 13 of this Agreement. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management. The decision of the Company in this matter shall be final. We follow a 6-day working week model during training as well as after training.

**4. Extension of Agreement:** In case of a business requirement, this agreement may be extended by another 2 weeks (over and above the 6 Weeks as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company in this matter shall be final.

**5. Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-enrollment screening activities (including background verification and criminal history check).

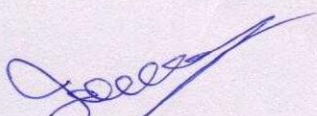
**6. Offer of Permanent Position:** It shall not be obligatory on the part of the Company to offer to you any position/ employment with the company on the expiry of this fixed-term traineeship Agreement. Any offer of employment, after completion of the 6 Weeks training program, will be subject to satisfactory performance during training, qualification of all criteria - as determined by the central management from time to time - and the needs of the company from time to time.

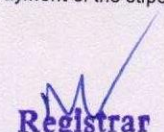
The offer is also subject to the production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company.

**7. Stipend:** Your stipend for the entire duration of the training program of 6 Weeks is INR 43,750.00(Stipend) and per month stipend is INR 29,166.66. For people whose training (CRT) location is different from the current base location (origin of travel to CRT location is different), an additional allowance of INR 4000 will be added to your stipend to defray a certain part of your travel and relocation expenses.

#### **Payment Processing**

The stipend shall be paid monthly on a pro-rata basis as per the number of days worked in the previous month. Travel & Relocation Allowance also shall be paid on the pro-rata basis after the joining along with the immediate next monthly payment of the stipend, given you

  
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have completed 14 days of classroom training on the date of payment of stipend.

**8. Deductions:** The Company shall be entitled to deduct from the above stipend payable to you calculated on monthly basis, the following contractual, statutory, and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted taxes
- (c) Dues to Company including loans at source at the rates applicable; or
- (d) Any other applicable statutory deductions
- (e) PF administrative charges and EDLI charges as per rules (1% admin charges) will be included in above mentioned stipend.

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

**9. Expense Reimbursement:** In addition to the aforementioned stipend, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable for you will be shared post your joining the training program.

**10. Company Policies:** You will be governed by the Company's policies, regulations, and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under the 'Policies' tab in your 'Service Platform Account' and/or the 'Applicant Training Program Handout' provided to you.

**11. Leaves:** You will be entitled to get 1 casual leave/sick leave per month. If you join the program from the 1st to the 15th of a month, you are entitled to get the leave credit for that month. If you join the program between the 16th to the end of the month, you are not entitled to the leave credit for that month. You will not be eligible for any other paid leaves during the Applicant Training Program.

**12. Absence from duty:** During the training program, if you take off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated as loss of pay days. You are expected to report to your department head on rejoining the duty after an absence and provide valid reasons for absence in writing before taking up training again. If you are absent from duty for more than 2\* days (including paid and unpaid leaves/consecutive or cumulative), training will be discontinued due to automatic disqualification.

(\*In case, where this agreement is extended, as per Clause 4 of this agreement, needs to be read as 3 days, with no change to terms and conditions of Clause 11.)

**13. Termination:** Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to disqualify your participation in the training program by giving you 48 hours' notice in writing, or by payment of 48 hours' stipend in lieu of such notice with or without cause. In the event you desire to opt-out of the training program, you will be required to give the Company 48 hours' notice in writing or 48 hours' stipend in lieu of such notice.

b) In the event of disqualification on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies or you are found to be absconding from the training program or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your disqualification will be immediate and without any notice or compensation.

c) In the event of your exit from the Training Program, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the corresponding stipend amount in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be a part of the training program of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your association with the Company.

d) Trainee Certificate will be provided only on completion of the training period. If the resignation is initiated by you or you have been relieved as part of the Absenteeism policy, for violating the company policies, or for disciplinary issues during the training, you will not receive the certificate.

**14. Confidential Information:** During the training program, you may come into possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your traineeship in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents, and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in the company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

**15. Intellectual Property Rights:** All the intellectual property rights in the material developed by you, class material, and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free rights in such intellectual property in perpetuity to the Company. You shall

  
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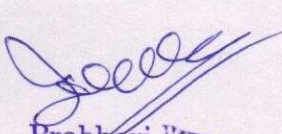
not assert any right, title, or interest over such intellectual property rights.


**16. Indemnity:** You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

**17. General Provisions:**

- a. You are required to devote your entire time, attention, and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your traineeship with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.
  - b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to a breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material, and documents with utmost honesty and professional ethics.
  - c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.
  - d. During the course of your training program, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit a breach of the terms of your traineeship or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your traineeship forthwith without notice or payment in lieu of notice and deduct from your stipend or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.
  - e. During the course of your training, if you, at any time render yourself in inappropriate behavior/ conversation with the customer, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to initiate any disciplinary action including, but not limited to warning, suspension or disqualification your candidature forthwith without notice or payment in lieu of notice and deduct from your stipend or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.
  - f. You will keep the Company informed of any change in your residential address, your family status, or any other personal particulars relevant to your traineeship, as and when the change occurs.
  - g. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the applicant training program by the Company. Your traineeship with the Company shall be contingent upon you executing the said agreement.
  - h. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.
  - i. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.
  - j. This letter constitutes the complete understanding between you and the Company regarding the terms of your association with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your association. Any modification of this letter will be effective only if it is in writing, signed by both parties.
  - k. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka.
- l. Anti-disparagement:** During the term of engagement/ employment and at all times thereafter,
- (i) The Trainee shall not, directly or indirectly, in any capacity or manner, make, express, transmit, speak, write, verbalize, or otherwise communicate in any way (or cause, further, assist, solicit, encourage, support or participate in any of the foregoing) any remark, comment, message, information, declaration, communication or other statement of any kind, whether verbal, in writing, electronically transferred or otherwise, that may reasonably be construed to be derogatory, disparaging, denigrating, maligning or critical of, or negative towards the Company or the business or business relationships of the Company or any shareholder, or any of their affiliates, investors, employees, directors, agents, or partners including business partners;
  - (ii) The Trainee shall not assist, or cooperate with, any other person in committing any act, which, if committed by the Trainee, would constitute a violation of this clause; and
  - (iii) The Trainee shall not do or cause to be done any act, deed or thing which would affect the Employee's obligations to the Company and shall promptly inform and keep informed the Company of any act, deed, thing or event which would prejudicially affect the interests of the Company. Any violation to the provision will lead to legal/disciplinary action.

  
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The terms of your training contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter. We look forward to you joining the training program at the earliest. We are certain that as a participant of the training program, you will find challenge, satisfaction, and opportunity in your association with the Company.

You are requested to carry the below-mentioned documents on your joining date

1. Graduation Document
2. Pan Card
3. Aadhaar Card
4. Cancelled Cheque/Bank Statement/Bank Passbook
5. Passport Size Photograph

**Details of the training program**

The training program has two Stages:

Stage1 : Classroom Training Program (CRT)

Duration :2 Weeks .

Post completion of 2 Weeks , you will be assessed on various parameters. Only qualifying training participants will be moved to Stage 2 (OJT stage) of the program.

Stage 2 : 'On-the-job' Training (OJT)

Duration : 4 Weeks.

Post completion of 4 Weeks, the training participants will be assessed on various parameters captured during 4 Weeks. Only qualifying training participants will become eligible to be offered a role of BDA (Subject to approval from management). There will be additional performance incentives that will be applicable during the training program.

Please note that this invitation does not guarantee you a permanent employment at BYJU'S. The management reserves the sole right to take the decision.

Yours sincerely,

I have read and understood all the terms and conditions of the Applicant TraininPprogram

**Think & Learn Pvt. Ltd.**

**Accept Job Offer by signing below**

**Human Resource**

**Signature:**

*This is system generated offer letter and does not require an authorized signature.*

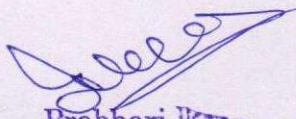
**Annexure**

**Business Development Associate(BDA) Profile Details**

Upon satisfying the conditions mentioned above, the offer for the role of BDA will be extended with a compensation of INR 5 Lakhs + 3 Lakhs for the role of Business Development Associate.

Your work location after being offered the role of Business Development Associate (post successful clearance of the training program) would be Noida, or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

If the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to rescind your offer in case the offer has been made or terminate employment if you have joined as an employee.

  
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Letter Reference Number: RIMS/512/2022

Date: 1<sup>st</sup> May 2022

Employee Name: Priti Agrahari  
Employee Code: RIMS0343

### Employment Confirmation Letter

Dear Priti,

This confirmation is in recognition of the hard work you are doing for the Company, we are very confident that you will meet the new responsibilities, which accompany the position with the same level of enthusiasm and dedication which you have exhibited with your excellent performance. So at this time it is my honor to inform you that you are being confirmed as you have successfully completed your probation period as **SEO Executive** and your revised CTC is **162000/-per annum**. This is a clear indication of your hard work, Confirmation and determination to excel in performance. Moving ahead with this Confirmation Company holds the right to not accept your resignation for at least three months after your confirmation. We look forward to your valuable contributions and wish you all the very best for a rewarding career with the organization.

All other terms & Conditions of your employment remains same stated in your appointment letter.

RIMS Bizzserve Private Limited congratulates you on your confirmation and wishes you well in your position.

Please sign the same to signify your acceptance of these terms and conditions.

RIMS BIZZSERVE PVT. LTD.

*Shumayla Siddiqui*  
Authorized Signatory

Authorized Signatory  
Shumayla Siddiqui  
Human Resource Manager

*Priti Agrahari*

Employee Signature

## RIMS BIZZSERVE PRIVATE LIMITED

H.O. : 147-P, Sec-5, Part-6, Gurugram - 122201, Haryana  
B.O. : 309, 3rd Floor, Vipul Agora, MG Road, Gurugram - 122002, Haryana  
B.O. : Mumbai, Hyderabad, Chennai & Bengaluru

info@r-ims.com

☎ 0124-4245046

🌐 www.r-ims.com

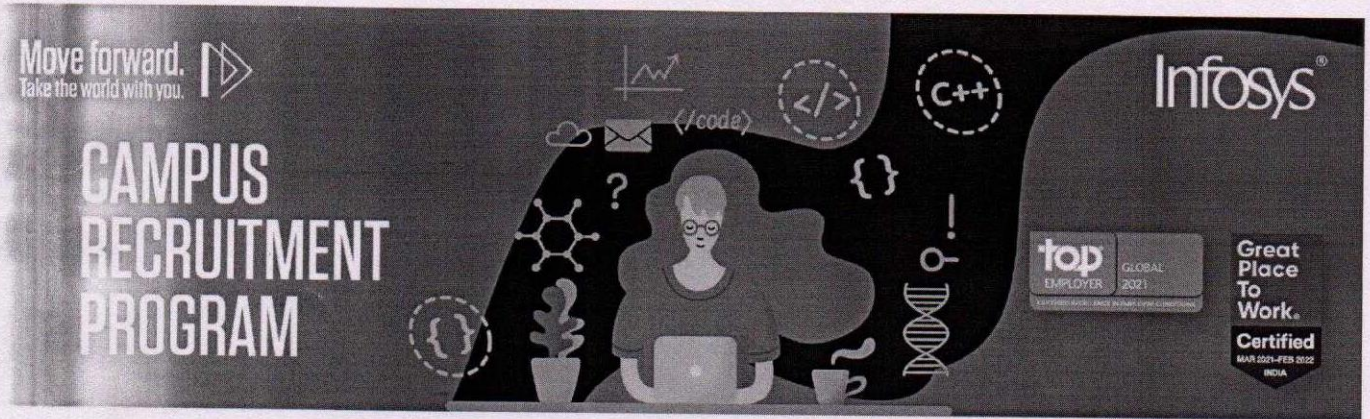


Infosys Campus Recruitment Program: Congratulations, you have a job offer

Message

Infosys Freshers Recruitment <Talent.Acquisition@Infosys.com>  
Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Mon, Jul 4, 2022 at 3:53 PM



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

**Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role.** The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.


We look forward to welcoming you into our Infosys family.


Regards,

Talent Acquisition

Infosys

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 Prabhari  
 Central Training & Placement Cell  
 V.B.S.P.U. Jaunpur (U.P.) 222003

  
 Registrar  
 V.B.S. Purvanchal University  
 Jaunpur



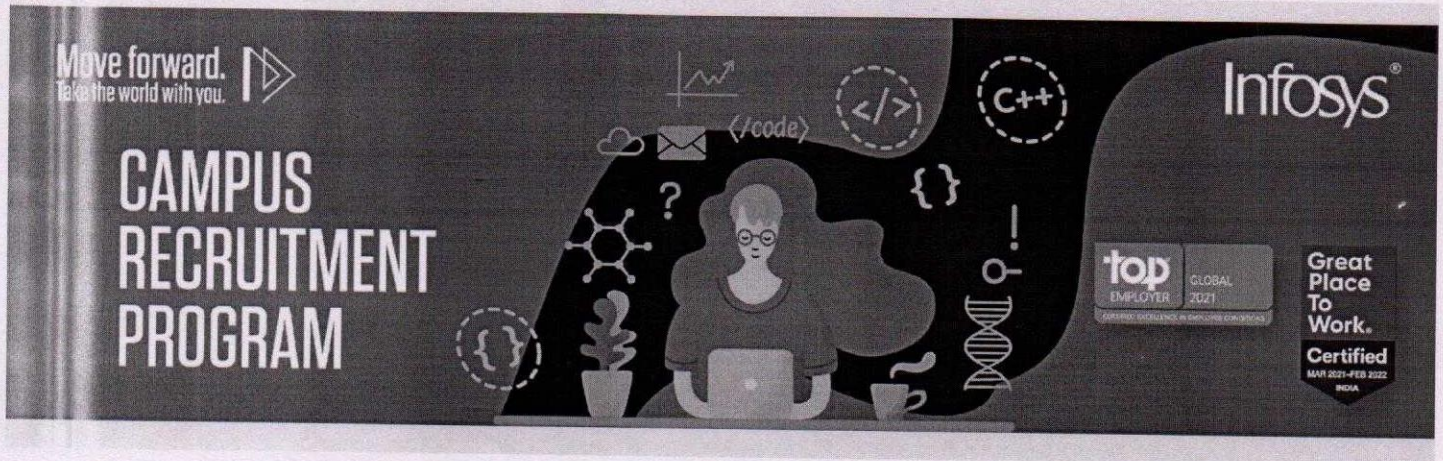


# Infosys Campus Recruitment Program: Congratulations, you have a job offer

1 message

Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>  
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Mon, 4 Jul, 2022 at 3:54 pm



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

**Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role.** The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

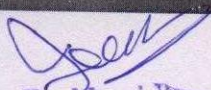
In case of any queries, please contact your placement office or write to us at [Talent.Acquisition@infosys.com](mailto:Talent.Acquisition@infosys.com). Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

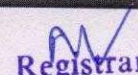
We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition  
Infosys

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V.B.S.P.U. Jaunpur (U.P.) 222003

  
Registrar  
V.B.S. Purvanchal University  
Jaunpur





Date: 3.1.2022

Mr. Mohd. Arif Ansari,

Based on our discussions, we are pleased to offer you the position as 'Software Engineer -Trainee' with us.

Hard copy of the Offer Letter would be handed over to you on the reporting/Joining date.

Wish you a very successful and rewarding career with **Cinntra Info Tech Solutions Private Ltd.,**

Congratulations and welcome to the **Cinntra** family.

Regards,

Alpana  
HR and Admin officer



---

Office: Cinntra Info tech Solutions Pvt. Ltd., 711-712, Tower- B, KLJ Noida One, IT Park  
Sec-62 Noida-201309, Phone No. 0120-3512422/8800908565 Website: www.cinntra.com Regd.  
Office: D-266 Vivek Vihar Delhi - 110095

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Jaunpur





19-Nov-2021

Dear Vivek Kumar Gupta,  
B.Tech. Computer Science & Engineering  
Uma Nath Singh Institute of Engineering and Technology, Jaunpur

Candidate ID – 18962203

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 **Programmer Analyst 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 401,988/-. This includes an annual target incentive of INR 22,500/- 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. 450,500/-. This includes an annual target incentive of INR 22,500/- 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. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

1. This appointment is subject to satisfactory background verification including 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.

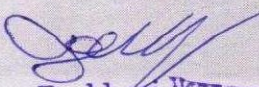
This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void.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

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thorapakkam, Chennai - 600 097.

  
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Central Training & Placement Cell  
V.B.S.P.U. Jaunpur (U.P.) 222003

  
Registrar  
V.B.S. Purvanchal University  
Jaunpur



30<sup>th</sup> June 2021

Mr. Aman Gupta,  
Trilochan Bazar,  
Varanasi.



Perceptiviti Data Solutions Pvt. Ltd  
D-50, Sun City, Sector 54, Gurgaon  
email: info@perceptiviti.com  
CIN No: U72200HR2017PTC070997

Dear Aman,

**Subject: Offer Letter for Internship & Employment**

Welcome to Perceptiviti Family!

We are pleased to offer you an appointment as a "Software Engineer(Intern)" This offer is valid until July 5<sup>th</sup>, 2021.

In respect of the services to be rendered by you, the company shall pay you a monthly stipend of Rs. Twenty Thousand only (Rupees 20,000/- only) during your internship period, starting on day of your joining and for six months after that.

On completion of internship, a technical assessment shall be conducted. On successfully clearing the technical assessment, you shall be confirmed as a "Software Engineer" and your compensation shall be Rupees Five Lakhs per annum. The detailed breakdown of the compensation is provided in Annexure II.


In case of unsatisfactory performance in the technical assessment, your internship duration may be extended till the performance is satisfactory.

Please refer to Terms & Conditions of Internship & Employment in Annexure I.

Please accept & sign the same and provide copies of documents as requested in the Annexure at the time of joining.

Looking forward to welcoming you to the Perceptiviti Family and having a mutually beneficial journey!!

Warm regards,

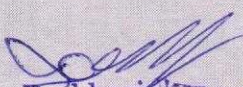
  
Sandeep Khurana

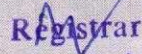
Founder & CEO

Declaration:

I accept the offer and have joined the organization on the opening hours of \_\_\_\_\_

Aman Gupta

  
Prabhari  
Central Training & Placement Cell  
V.B.S.P.U. Jaunpur (U.P.) 222003

  
Registrar  
V.B.S. Purvanchal University  
Jaunpur





Ref: TCSL/DT20218472685/1701137/Hyderabad  
Date: 17 December 2021

MR. ASHUTOSH CHAUHAN  
Nai Basti Bhati Chowk Mau null,  
Shiv Hojri, Mau,  
Uttar Pradesh-275101.  
Tel# 919451631778

**Sub: Joining Letter**

Dear Mr. Ashulosh Chauhan,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **29th December 2021**, your joining location is **Lucknow**, work location is **Lucknow** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.


Private and Confidential

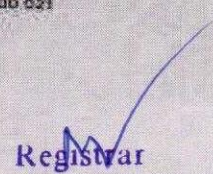
**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kanvaastom P.O., Thiruvananthapuram - 695 021, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLC084781

Page | 1

  
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V.B.S.P.U. Jaunpur (U.P.) 222003

  
Registrar  
V.B.S. Purvanchal University  
Jaunpur



Date : 19 Nov, 2021

To,

DEEPAK SINGH PATEL  
VILL-DARRA, POST- PURUSHOTTAMPUR,  
NARAYANPUR,  
MIRZAPUR-231305

Subject : Offer Letter for the post of Sr. Executive - Development.

Dear DEEPAK SINGH PATEL,

This has reference to your final round of interview undergone with our company on 15 Nov, 2021. As you have successfully gone through the screening process of the company, let me have the pleasure of extending the below offer of employment to you on behalf of Finlogic Technologies India Pvt. Ltd.. We are pleased to offer you the position of Sr. Executive - Development at Head Office\_Technology.

1. Your terms and conditions of appointment shall be governed by all organizational policies applicable to employees as amended from time to time and your roles and responsibilities shall be as determined and assigned to you by your superior(s), as per the requirements of the Company. You shall also be responsible to look after the work of the other functions assigned to you from your superiors as per the need of the organisation.
2. You shall be required to duly furnish details as required by the Company from time to time.
3. You hereby represent to the Company that your employment with the Company in terms of here of shall not be in conflict with any of your obligations towards any of your previous employers or other engagements.
4. You will be placed at M7 Grade & JUNIOR MANAGEMENT Cadre. We are offering you Annual Cost to Company ("CTC") worth INR 3,13,930/-, of which the Fixed component shall be INR 2,64,360/- (P.A.) and the variable component shall be upto INR 49,570/- (P.A.) including annual performance incentive (Subject to performance), all the perks and other benefits. All pre-approved business development expenses will be reimbursed to you as per the defined limit on presentation of valid supporting documents subject to approval by authorities. The detailed break-up of the CTC structure is attached herewith as Annexure - I.
5. All statutory deductions will be made from your Annual CTC as per the Applicable laws, rules, guidelines issued by any Governmental, regulatory and/or Local authorities from time to time. All eligible employees of the Company will be considered annually for increment on Fixed monthly CTC.

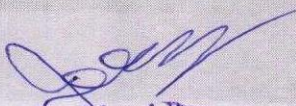
Digitally Signed by:  
Name DEEPAK SINGH PATEL  
Date: 19 Nov 22 17:04:34 IST 2021

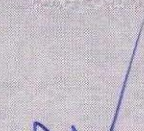


Page 1 of 6



Finlogic Technologies India Private Limited, Registered & Corporate Office: Block No.701, 4th Floor  
B Tower, Usha Udyan Nagar, Sangh Commercial Complex, Central Road No 10, Udaipur, 3140210,  
Gujarat. Phone: 0261 4026701 E-mail: technology@fngroup.in Website: www.fnlctechologies.in  
CIN: U72200GJ2002PTD040997

  
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V.B.S.P.U. Jaunpur (U.P.) 222003

  
Registrar  
V.B.S. Purvanchal University  
Jaunpur



HRD/3T/1002063879/21-22

Mr. Jyotirmay Shukla  
Handaur Sagra Sunderpur  
Handaur Sagra Sunderpur  
Pratapgarh-230136  
India

Ph: +91-7985294907

Dear Jyotirmay,

Welcome to Infosys!

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

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

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

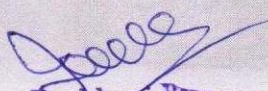
Warm regards,

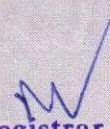
**RICHARD LOBO**  
EVP and Head Human Resources - Infosys Limited

Signature Not Verified  
Digitally signed by Richard Lobo  
Date: 2021.09.06 19:47:16 IST  
Reason: Digitally Signed  
Location: Bangalore

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

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

  
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Registrar  
V.B.S. Purvanchal University  
Jaunpur



Date: Feb 24, 2023  
Offer No : QS2994676

**ABHISHEK KUMAR YADAV**  
L.C.H. 73, KHADIA PROJECT, N.C.L. , SHAKTHINAGAR, SHAKTHINAGAR,  
SONBHADRA  
SONBHADRA  
UTTAR PRADESH

### FIXED TERM EMPLOYMENT CONTRACT

Dear **ABHISHEK KUMAR YADAV**

We are pleased to appoint you at QUESS Corp Limited for a fixed period of employment as per the following terms:

#### DEPUTATION:

The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from FEB 28, 2023 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to any other Client or a location within the territory of india as and required by Quess for rendering the services under this contract

#### TENURE:

The term of your Contract shall be valid from FEB 28, 2023 to AUG 31, 2023.

#### COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be coterminous with the project / work.

#### LOCATION:

Currently you will be required to work at our client's location at GURUGRAM.

Quess Confidential  
This is a system generated letter

Offer No : QS2994676

Page 1

#### QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India  
<http://www.queesscorp.com> | Toll Free No: 1800-572-3333



TO CHECK IF YOUR OFFER LETTER IS GENUINE.  
Open the camera on your smart phone and scan.

Registrar

V.B.S. Purvanchal University  
Jaunpur

Prabhari  
Central Training & Placement Cell  
B.S.P.U. Jaunpur (U.P.) 222003



**Compensation Sheet**

Offer No: **QS2994676** Associate Name: **ABHISHEK KUMAR YADAV**  
 Designation: **Alarm Surveillance Engineer** Location: **GURUGRAM**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	15000	180000
House Rent Allowance	6785	81420
Statutory_ bonus	1250	15000
<b>Gross Salary</b>	<b>23035</b>	<b>276420</b>

<b>Employer's Contribution</b>		
Employer Provident Fund	1950	23400
Employer Labour Welfare Fund	50	600
<b>Total Contribution</b>	<b>2000</b>	<b>24000</b>
<b>Cost to Company : (CTC)</b>	<b>25035</b>	<b>300420</b>

<b>Deduction: (Subjected to change)</b>		
Provident Fund	1800	21600
Labour	25	300

Quess Confidential

This is a system generated letter

Offer No : QS2994676

Page 7

**QUESS Corp Ltd**

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India  
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



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*[Signature]*  
**Prabhari**  
**Central Training & Placement Cell**  
 Jaunpur (U.P.) 222003

*[Signature]*  
**Registrar**  
**V.B.S. Purvanchal University**  
 Jaunpur



Welfare Fund		
Insurance Deduction	210	2520
<b>Total Deduction</b>	<b>2035</b>	<b>24420</b>
<b>Net Take Home</b>	<b>21000</b>	<b>252000</b>

**NOTE :**

1. Mobile /Local travel allowance/reimbursement will be paid separately apart from Fixed salary as per Company Policy.
2. you need to confirm us on Insurance coverage Self Or Family coverage (self+Spouse+2 kids) bases on that insurance premium will be deducted from your monthly net take home salary. If no conformation received Insurance premium for Self coverage will be deducted.

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This is a system generated letter

Offer No : QS2994676

Page 8

**QUESS Corp Ltd**

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India  
<http://www.quesscorp.com> | Toll Free No: 1800-572-3333



**TO CHECK IF YOUR OFFER LETTER IS GENUINE.**

Open the camera on your smart phone and scan.

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 Central Training & Placemement Cell  
 V.B.S.P.U. Jaunpur (U.P.) 222003

**Registrar**

**V.B.S. Purvanchal University  
 Jaunpur**





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218324894/Delhi**  
**Date: 29/11/2021**

Mr. Himanshu Dubey  
B-31/54 A-B, Bhogabir,  
Lanka,  
Varanasi-221005,  
Uttar Pradesh.  
Tel# -

Dear Himanshu Dubey,

**Sub: Letter of Offer**

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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


After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

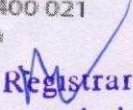
TCS Confidential  
TCSL/DT20218324894

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

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

  
**Prabhari**  
Central Training & Placement Cell  
B.S.P.U. Jaunpur (U.P.) 222003

  
**Registrar**  
V.B.S. Purvanchal University  
Jaunpur





Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## COMPENSATION AND BENEFITS

### **BASIC SALARY**

You will be eligible for a basic salary of ₹14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Food Card**

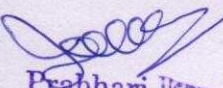
You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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

  
Prabhari  
Central Training & Placement Cell  
V.B.S.P.U. Jaunpur (U.P.) 222003

  
Registrar  
V.B.S. Purvanchal University  
Jaunpur





## PERFORMANCE PAY

### **Monthly Performance Pay**

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

### **Quarterly Variable Allowance**

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

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

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

## CITY ALLOWANCE

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

## XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## OTHER BENEFITS

### **Health Insurance Scheme**

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

HIS offers the following benefits:

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## 1. Basic Cover

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

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## 2. Higher Hospitalisation

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

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

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

## Maternity Leave

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

## Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

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

## Loans

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

## Professional Memberships

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

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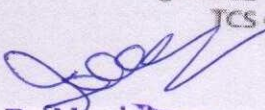
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## RETIRALS

### **Provident Fund**

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

### **Gratuity**

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

## TERMS AND CONDITIONS

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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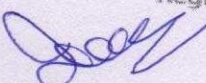
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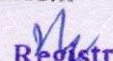
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### 3. Training Period

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

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

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

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### 4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### 5. Mobility

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

### 6. Compensation Structure / Salary components

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

### 7. Increments and Promotions

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

### 8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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

### 9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

### 10. Service Agreement

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

### 11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

### 12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

### 13. Terms and Conditions

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

### 14. TATA Code of Conduct

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

### 15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

### 16. Retirement

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

### 17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

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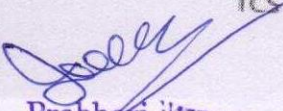
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TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

### 18. Employment of Non Indian Citizens

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

### 19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

### 20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

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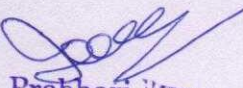
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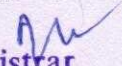
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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- \*There is no criminal offence registered/pending against you
- \*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## 21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## 22. Letter of Appointment

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

## 23. Rules and Regulations of the Company

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

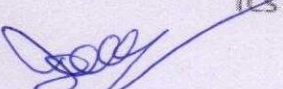
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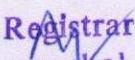
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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

#### 24. Compliance to all clauses

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

#### 25. Data Privacy Clause:

- (a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.
- (b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.
- (c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.
- (d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.
- (e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.
- (f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.


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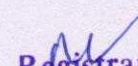
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### Withdrawal of Offer

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

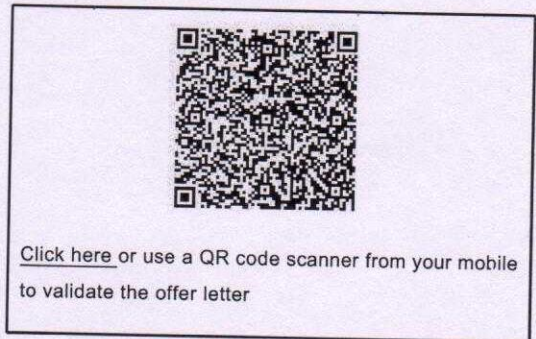
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

**Girish V. Nandimath**  
Global Head Talent Acquisition & AIP



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

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GROSS SALARY SHEET

Annexure 1

Name	Himanshu Dubey
Designation	Assistant System Engineer-Trainee
Institute Name	Veer Bahadur Singh Purvanchal University, Jaunpur

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
<b>TOTAL GROSS</b>	27,415	3,36,877
<b>Xplore/ Learning Incentive****</b>		Upto 60,000

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

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

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

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	7,646	91,752

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