



KSSEM PLACEMENTS CELL &lt;placementcell@kssem.edu.in&gt;

**Fwd: Interview Result**

1 message

Ajay Kumarbs &lt;ajaykumar.b.s.77@gmail.com&gt;

Tue, May 17, 2022 at 3:41 PM

To: "placementcell@kssem.edu.in" &lt;placementcell@kssem.edu.in&gt;

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

From: **Naveed Shaikh** <naveed.shaikh@hudl.com>

Date: Tue, May 10, 2022, 18:57

Subject: Interview Result

To: Elroy Fernandes &lt;elroy.fernandes@hudl.com&gt;, Melroy Lopes &lt;melroy.lopes@hudl.com&gt;, Harsh Kapur &lt;harsh.kapur@hudl.com&gt;, Shradha Keni &lt;shradha.keni@hudl.com&gt;

Dear Candidate,

We are glad to inform you that you have been **SELECTED** for the role of a Sports Analyst with Hudl India Pvt. Ltd. for the Bangalore location.

Your internship and training will commence from **10 June, 2022** onwards.

=====

**Please feel free to share the below mentioned details with any of your friends who would like to apply for the same role:**

Company Name: Hudl India Pvt. Ltd.

Website : [www.hudl.com](http://www.hudl.com)

Position: Sports Analyst

Number of Vacancies: 400

Start Date: 10 June, 2022

Location: Bangalore

Salary: Rs. 2,87,460/- per annum

**Application Link:** <https://docs.google.com/forms/d/1ns1fESeR1LEFMXojS3iYGLenfyZP2IoGCwrKN6SBNYU>

**Job Profile:**

To watch and analyse games such as American Football, Soccer, Basketball, Volleyball, Lacrosse, etc based on pre-defined parameters using Hudl software.

**Candidate Profile:**

1. Passionate about sports and technology.
2. Should be 20 years and above.
3. Graduate from any stream.
4. Basic computer competency.
5. Should be ready to work on weekends.
6. Week-offs will be on any days between Monday to Friday.
7. Should be ready to work in rotational shifts - Morning, Afternoon and Night.

**Requirements:**

Should be equipped with a Desktop/Laptop and High-Speed WIFI/Lan connection as candidates will be required to Work from home for now.

P.S: If already applied, we request you to be patient and wait till you hear from us.

*Thanks and regards,*

**Naveed Shaikh**

*Shift Manager | Bangalore | HUDL India*



Santoshkumar K J &lt;santoshkumar.k.j@kssem.edu.in&gt;

**Bondhu Vinodh**

1 message

**VINOD KUMAR B** <bvinodkumar776@gmail.com>

Sat, Sep 10, 2022 at 9:37 AM

To: Santoshkumar K J &lt;santoshkumar.k.j@kssem.edu.in&gt;

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

From: **HRD** <hrd@novactech.in>  
Date: Thu, Jul 28, 2022, 6:34 PM  
Subject: STFC - MT- Selection Reg.  
To: <bvinodkumar776@gmail.com>

**Dear Mr. Bondhu Vinodh ,****Greetings from Shriram!!**

With reference to your participation at recruitment drive & subsequent interview, you have been selected as a **MANAGEMENT TRAINEE** for **SHRIRAM TRANSPORT FINANCE COMPANY LIMITED**. Your place of posting will be at **Bangalore (KARNATAKA)** and joining date will be confirmed after submission of all required documents.

**Kindly confirm your acceptance of selection by filling the link: <https://bit.ly/3kkRt8s>**

Selection is subjected to the successful completion of, you qualifying the degree with **1<sup>st</sup> Class & an aggregate of 60% marks and above in Qualifying Degree (BE/B.Tech/MBA)**. Candidates with 2<sup>nd</sup> class/ arrears / backlogs / any semester result awaited are not eligible for joining.

You are advised to send us scan copy of the below specified documents to **hrd@novactech.in** on or before **15<sup>th</sup> August 2022** and only after verification of the certificates you shall be intimated further details about joining. **Non-submission of documents "on time" may not guarantee the joining and may lead to offer rejection.**

**List of documents to be submitted:**

- o Aadhar Card
- o Driving License
- o PAN Card

- Updated Resume\*
- 10<sup>th</sup> Mark sheet\*\*
- 12<sup>th</sup> Mark sheet / Diploma Certificate and all mark sheets of Diploma.
- **UG Degree**
  - 1-8 Semester Mark sheets / Consolidated Mark sheet (if final semester result is in internet copy, then it has to be attested by Principal)
  - Provisional Degree Certificate (or) Letter Head signed by Principal / Head of Institution with CGPA & Class mentioned
- **PG Degree (if applicable)**
  - 1-4 Semester Mark sheets / Consolidated Mark sheet (if final semester result is in internet copy, then it has to be attested by Principal)
  - Provisional Degree Certificate (or) Letter Head signed by Principal / Head of Institution with CGPA & Class mentioned
- Cancelled cheque/ Bank pass book scan copy for updation (for crediting salary)
- **For Experienced Candidates**
  - Offer Letter/Joining Letter of last company
  - Relieving Letter
  - Mail approval of resignation (if currently serving notice period)

Important Note:

\*Resume must have present & permanent address and it should match with any of the ID proof (DL, Aadhar) submitted.

\*\*If the 10<sup>th</sup> Mark sheet doesn't have Date of Birth, then 10<sup>th</sup> Passing Certificate or Birth Certificate with Date of Birth mentioned should be submitted.

For any query you may mail us at [hrd@novactech.in](mailto:hrd@novactech.in) or call to **044-42913019**

Regards,

HR Team – Chennai H.O.

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<https://mail.google.com/mail/u/1/?ik=78979eac80&view=pt&search=all&permthid=thread-f%3A1743554193195091254&simpl=msg-f%3A1743554193195091254>

advise the sender by reply and delete the message and any attachments or mail to [sysadmin@novactech.in](mailto:sysadmin@novactech.in)



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218353746/Bangalore**  
**Date: 08/10/2021**

Mr. Dhanush V  
#55, Shri Veera Raghava Swamy Nilaya 5th Main 5th Cross Near Om Shakthi Temple,  
Hanumagiri Nagara, Chikklasandra,  
Bengaluru-560061,  
Ka.  
Tel# 91-7019528848

Dear Dhanush V,

**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/DT20218353746**

**TATA CONSULTANCY SERVICES**

VYDEHI RC 1 BLOCK, B2, EPIP, Whitefield, Bangalore 560 066 India  
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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.



### 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.

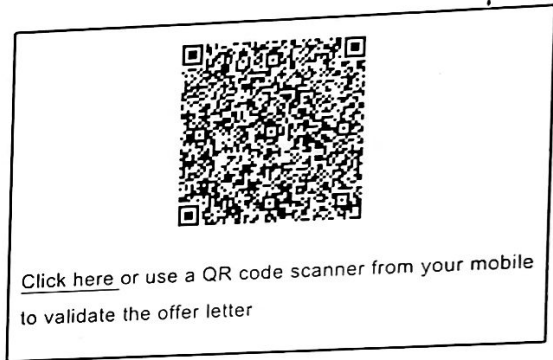
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

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





GROSS SALARY SHEET

Annexure 1

Name	Dhanush V
Designation	Assistant System Engineer-Trainee
Institute Name	Others

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



**Hudl India Pvt. Ltd.**

Formerly known as Sportstec India Pvt. Ltd.

15th Floor Aston Building  
Sundervan Complex Road  
Sundervan Complex, Shastri Nagar  
Andheri West, Mumbai - 400053

+91 22 42112218  
hudl.com  
Corporate Identification Number:  
U74120MH2012PTC228574

Date: 25<sup>th</sup> May, 2022

**Suhas M  
Bangalore**

Dear Suhas,

We are pleased to inform you that you have been selected for a one month period of traineeship with Hudl India Private Limited. During this period you will be trained to breakdown and analyze the game of American Football, Volleyball and other sports games using the Hudl solutions.

Your traineeship shall commence from 10th June 2022 and end on 9<sup>th</sup> July 2022. Upon successful completion of the same, you would be paid Rs.12,022/- (Rupees Twelve Thousand and Twenty Two only) which will be subject to statutory deductions. The working hours of your traineeship would be from 10:00am to 6:00pm, on all days from Friday to Wednesday.

This letter should not be construed as a temporary or permanent employment and you shall not be entitled to any other benefits.

By accepting this letter, you agree that throughout your association with us, you may have access to trade secrets and confidential business information belonging to the Company and you further acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your traineeship, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information and you will observe all policies and practices governing of the Company.

Please indicate your acceptance of this letter by signing below and return it to the Human Resource Department.

**Yours Sincerely**

**Ankita Shekhar  
HR Manager**

**I accept the terms and conditions set out in this offer letter for traineeship.**

**Name: Suhas M**

**Date:** 25/05/2022

**Signature**



HP PPS Services India Private Limited

2nd Floor, 24 Salapuria Arena, Hosur Main Road, Bangalore 560030, India, Tel. +91 80 61354320

**PRIVATE & CONFIDENTIAL**

September 11, 2022

Candidate Name: M suhas

Candidate Address: #18 , 2nd floor , 1st cross , s.rama rao layout , katriguppe , Banashankari 3rd stage  
Bangalore  
India

**OFFER OF EMPLOYMENT ("Offer Letter")**

Dear M suhas,

Welcome to HP!

On behalf of HP PPS Services India Private Limited ("HP" or "the Company"), we are very pleased to extend this offer of employment to you.

**Position**

You will be employed on a Full time basis 40 hours per week within the HCCO Commercial Organization business group as a Technical Solutions Rep I reporting to Imran Haq or to such other person HP may nominate.

**Conditions and Commencement of Employment**

If you accept this offer, your employment with the Company will commence on October 10, 2022.

As a condition of your employment, you agree to enter into a separate Agreement Regarding Confidential Information and Proprietary Developments ("ARCIPD"), a copy of which is provided to you along with this Offer Letter.

It is important for you to know that this offer of employment is conditional and subject to you successfully passing an employment screening process, which may include criminal or reputational, employment, education and national identification checks/ verifications and depending on your role may also include a medical assessment. If this condition is not satisfied, in HP's reasonable opinion, this offer of employment will be void or will become void, on notice by the Company.

**Location**

Your place of work is BGC01 - Bangalore, IN-Salarpuria GR Tech Park (BGC01), unless notified otherwise, and such other places as we may require.

**Remuneration**



Your total gross annual remuneration is INR₹340,000.00 and is made up of the components set forth in the attached Terms and Conditions of Employment ("Terms"), less all applicable tax withholdings and statutory and other deductions.

### **Probationary Period**

You will be on probation for a period of six (6) months from the date of joining. At the end of the probationary period, subject to your satisfactory performance, your service will be deemed confirmed unless notified otherwise. The Company reserves the right to extend the probationary period up to an additional three (3) months, as well as the right to terminate your employment during or after the probationary period due to performance. During the probationary period, your employment may be terminated by either party with one (1) month notice in writing or payment of one (1) month salary in lieu of notice.

### **Vacation and Other Leave**

You will be entitled to vacation and other leave, as applicable, in accordance with the Company's vacation and other leave policies or as may otherwise be required by law.

### **Important Note**

This offer of employment is subject to you being able to work legally in India, including where relevant, obtaining and maintaining the necessary work permit and other permits/visas/approvals, as required by the Company or the authorities. If at any time you are not legally allowed to work in India, the Company will be unable to continue with your employment and will immediately commence processing your termination.

To accept and agree to this Offer Letter, including the attached Terms and ARCIPD, please ensure your acceptance is received by 18/09/2022, after which this Offer Letter will be null and void.

This Offer Letter, together with the attached Terms and ARCIPD, contains the entire agreement between the parties with respect to your employment with the Company, and supersedes any prior agreements, representations, understandings, or negotiations on the same.

We are thrilled to welcome you, to innovate and develop your career in a Company that creates technology with a purpose: to make life better for everyone, everywhere.

If you have any questions regarding this offer of employment, please contact your Talent Acquisition partner.

We have a great history. Together let's make a great future!

Regards,  
Binu Mathew  
Country Director Human Resources



for and on behalf of  
HP PPS Services India Private Limited

I, M suhas , hereby acknowledge and accept the terms of this Offer Letter and its attachments.

{{Sig1\_es\_:signer1:signature}}

Signature

{{Sig1\_es\_:signer1:date}}

Date

{{\*fathername\_es\_:signer1}}

Son or Daughter of:

{{\*Birthdate\_es\_:signer1:isdate}}

Employee's Date of Birth (DOB):

## **Terms and Conditions of Employment ("Terms")**

### **Introduction**

These Terms outline the general guidelines and conditions of your employment with the Company. Further information on detailed policies, rules and regulations can be found on the Company intranet (which is for viewing by Company employees). Periodically, the Company alters the Terms to reflect changing industry standards and/or the needs of our business. The Company will keep you informed of any changes to these Terms via the Company intranet. It is your responsibility to keep informed of any changes and to have an understanding of these Terms. Your continued employment will constitute your acceptance of any changes to these Terms. Please ensure that you check the Company intranet regularly.

### **Hours of Work**

You will normally be required to work from 8:30AM – 5:30PM, Monday through Friday. However, your actual working hours may vary according to the business activities of the Company. You agree to accept such hours of work without additional compensation, in accordance with applicable laws.

### **Remuneration**

Your total gross remuneration will be made up of an annual base salary of INR ₹136,000.00 ("Base Salary").



You will be eligible to participate in any one Variable Pay Program, which would vary according to your business/role. Goals and metrics may vary with each performance period, and payments under this plan are granted at the sole discretion of the Company. The plan details as applicable to you will be communicated to you at the time of joining.

### **Flexible Benefit Plan (FBP)**

During your employment, you will be eligible to receive guaranteed benefits under the Flexible Benefit Plan ("FBP") of the Company, up to a maximum annual amount of INR ₹175,858.40, subject to the terms set out in Annexure I.

### **Provident Fund**

You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your Basic Salary or the statutory Provident Fund wage ceiling amount whichever is greater, as well as deduct an equivalent of 12% of your Basic Salary or the statutory Provident Fund wage ceiling amount whichever is greater, and remit the same to the fund, as employee contribution. This is inclusive of statutory remittance by the Company towards the employee pension scheme maintained with the Regional Provident Commission, wherever applicable.

### **Gratuity**

You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972 and per HP's Gratuity Policy.

### **Insurance**

The Company will provide Group Life Insurance, Personal Accident Insurance and Hospitalization Insurance Coverage for you. The annual premium will be borne by the Company. Your spouse and maximum up to 2 children will be covered as per Hospitalization Insurance Policy of the Company.

Additionally, if you come within the purview of the Employee State Insurance Act 1948, you will be eligible for coverage in accordance with that Act. Your share of contribution along with the Company's share of contribution will be remitted in accordance with that Act.

### **Leave**

You are entitled to annual Leave and sickness-cum-casual leave per annum as per the Company's leave policy. You may utilize your leave as per the Company policy.

### **Retirement**

You will retire from the services of the Company on the last date of the month in which you reach the age of sixty. The date of birth as recorded at the time of employment will be reckoned for this purpose.

### **Conflict of Interest**



Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.

### **Integrity at HP**

The Company has established a company-wide Best Work Environment Policy (BWE), incorporating Integrity at HP. Integrity at HP and associated policies outline the highest principles of business ethics, and clearly define how all Company employees should conduct themselves in the workplace and anywhere the Company does business. They also inform you of your legal and ethical obligations to the Company, its customers, competitors and suppliers and form part of your terms and conditions of employment.

Failure to comply with Integrity at HP and associated policies is misconduct, and may result in disciplinary action, up to and including termination of employment.

### **Transfer**

Though you have been engaged for a specific position, your services can be transferred by the Company from one location to another, and/or one department/entity to another. Your services can also be transferred to any of the Company's subsidiary, associate, partner or affiliate companies anywhere in India or abroad depending on the exigencies of the business.

### **Notice of Separation/Termination**

Your services can be terminated by either party giving the other two (2) months' notice in writing ("Notice Period"). The Company however, reserves its right to terminate your employment with immediate effect by providing you salary in lieu of the Notice Period.

Your position with the Company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing. Your termination of employment without compliance with the Notice Period shall be treated as a material breach of your employment contract and the Company shall be entitled to insist on your mandatory performance of the Notice Period and /or claim damages equivalent to the sum of the notice period, which the Company has the right to deduct from the final payments due to you from the Company. The term "salary" for the above purposes is Basic Salary and 50% FBP only.

In case of your material breach of the Offer Letter and these Terms (together, "Agreement"), or any of the Company's policies, or in case of misconduct, the Company has the right to terminate your services without notice. Upon the termination of your employment for whatever reason, you will immediately return to the Company all books, documents, papers, materials, credit cards and other properties belonging to the Company which may then be in your possession or under your power or control.

You will not, at any time after termination of this Agreement, for whatever reason, represent yourself as being in any way connected with the affairs of the Company.

### **General Conditions**

Your working hours, weekly offs, periods of work, public holidays, leave rules and other terms and conditions of employment will be governed by the rules and regulations applicable to the business unit to which you will be attached.





Your employment will be governed by the Company's rules and regulations, whether in force now or as may come into force from time to time, even if they are not individually notified to you in writing. The Company has the sole and absolute right and discretion to change any of its rules and regulations at any time to meet exigencies of the business.

If you are absent from the designated office for a period of more than 13 working days without adequate authorization under Company policies, you shall be deemed to have abandoned your employment voluntarily.

**Declaration: Shift Transportation.** I hereby understand that the Company provides the necessary transportation arrangements, free of cost, including a security escort as applicable, for travel to and from my residence and place of work, as stated in the Company's Transport Policy, which can be accessed via the Company intranet.

I acknowledge that the above transport facility is provided by the Company for my safety and security in line with the provisions of the applicable laws. In the event I choose not to avail the above facility on any working day/days, I assume sole responsibility for my safety and security, and shall not hold the Company liable for any loss, injury or damage sustained to my person or property.

**Conflict of Interest (Relieving Letter).** I acknowledge that I am not in direct or indirect employment with any other company/organization and I am not bound by any agreement/bond restricting me to undertake employment with HP Inc.; I am entitled to undertake a full-time employment with the Company, as per these terms and conditions. I shall furnish relevant documentation (Relieving Letter) to the Company which can be treated as a proof of my official exit from my previous company/organization, if employed earlier, and shall confirm herewith that my joining HP Inc. will be post my official exit from the previous company/organization.

**Education Undertaking.** I hereby undertake that in case I am unable to furnish a copy of the education certificate and mark sheet to the Company within a reasonable time period, the Company has the right to take an action upon me including termination.

**Undertaking - Compliance with Privacy Obligations and Sharing of Information.** I acknowledge and fully understand that HP Inc. is committed towards safeguarding the privacy and personal information of its employees, customers and any other individual that it may be engaged with and that HP Inc. has in place suitable policies to ensure compliance. I hereby, unconditionally confirm to comply with and abide by the requirements of these policies.

I authorize HP Inc., including its subsidiaries, affiliated companies, officers, directors, managers, shareholders, agents, employees, attorneys, representatives and assignees, and the employees, agents, attorneys, officers and directors of each of them (collectively "Authorized Parties"), and any other third party acting on the Authorized Parties' behalf in accordance with local laws, to request and receive information and records concerning me, in either hard copy or electronic formats, which may include, but will not be limited to, identification, criminal history, driving, employment, military, educational records or other information required by HP Inc.'s policies or consistent with HP Inc.'s regular background screening processes and/or procedures.

I further acknowledge that any personal or sensitive personal information or data provided by me to the Authorized Parties in the course of my employment with HP Inc., may be used by HP Inc. for the activities and purposes relating to my employment. I authorize HP Inc. to transfer such personal or sensitive personal information or data to a third-party in India or abroad to the extent required to enable such third-party to perform employment-related services on behalf of HP Inc.





### Choice of Law

The terms of your employment shall be governed by the laws of India, and the Courts of India shall have exclusive jurisdiction.

### Your Annualized Compensation & Benefits Statement

This is your personalized Compensation & Benefits statement.

In case you have any questions or need clarification, please contact your HR manager.

<b>Name:</b>	M suhas
<b>Place:</b>	BGC01 - Bangalore, IN-Salarpuria GR Tech Park (BGC01)
<b>Job Level:</b>	21 Base
<b>Job Function and family:</b>	Customer Solution Center-Technical
<b>Job Code:</b>	00S30A
<b>Salary Grade:</b>	M10
<b>Effective Date:</b>	10/10/2022

### Annual in INR

(A) **Basic Salary:** ₹136,000.00

(B) **Flexible Benefit Plan (FBP):** ₹175,858.40

(C) **Employer Provident Fund @ 12% of Basic Salary or the statutory Provident Fund wage ceiling amount, whichever is greater:** ₹21,600.00

(D) **Gratuity @ 4.81% on Basic Salary:** ₹6,541.60

( Gratuity payout will be made as per policy terms and conditions )

**Total Cost to company:** ₹340,000.00



## **India Flexible Benefits Plan (FBP)- Mainstream Intermediate and below**

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

You will be eligible for a House Rent Allowance (HRA) with Maximum Limit of 60% of Annual Basic. You need to produce supporting documents for the same (e.g. - Declaration & at least one receipt per quarter, as proof of rent, from landlord).

### **2. Leave Travel Allowance (LTA)**

You will be eligible for Leave Travel Allowance (LTA) once a year (LTA will be exempt if availed by the employee twice in block of four calendar years).

The calendar years currently applicable are 2018-2021.

Maximum Limit for LTA: 20% of Annual Basic subject to a maximum of Rs.200, 000

Supporting Documents: Original Tickets /Boarding Pass and/or Cash Memos & Appropriate Leave.

### **3. Children education allowance for maximum of 2 dependent children:**

(Per child per month Rs.100), Max Limit: Rs.2, 400 (annually)

Supporting Documents: Declaration in the payroll tool\*

### **4. Children's Hostel Allowance for maximum of 2 dependent children (in case children are in a hostel) (Per child per month Rs. 300)**

Max Limit: Rs.7, 200

Supporting Documents: Declaration in the payroll tool\*

### **5. Food Coupon Vouchers (Such vouchers are to be used for food expenses incurred at hotels/restaurants during the course of the workday)**

Maximum Limit: Rs.26,400 (Annually)

Supporting Documents: As per program guidelines

### **6. Bonus/Ex gratia - An amount of Rs.1400/- will be paid out monthly as advance Bonus/Exgratia. For those earning wages up to Rs.21, 000/-pm advance Bonus is paid towards payment of bonus payable under the Payment of Bonus Act, 1965. Those having wages above Rs.21, 000/-pm this amount will be treated as ex gratia. Max Limit: Rs. 16,800 (Annually)**

### **7. Personal Pay through Payroll - Balance of the above items paid with the Salary after appropriate tax deductions at the end of the year.**

Maximum Limit: 100% of FBP

### **8. Car Lease Program - Employees can lease a car through an operating lease program and avail tax benefit based on the eligibility. Please refer to the policy for more details.**



\* Employees are liable to provide proof in the event of an evaluation by Income tax authorities

## **Annexure I**

### **Flexible Benefits Plan (FBP)**

\* Employees are liable to provide proof in the event of an evaluation by income tax authorities.

#### **Guidelines Governing FBP**

1. Employees will be eligible to select a package of benefits for one year from the menu of benefits annexed to this scheme. These benefits are guaranteed as part of your compensation package during employment although may be subject to different treatment upon termination of employment. The selection of benefits must be done and communicated to the Payroll group. All new employees are expected to make their selection within two weeks of joining the Company.
2. The year for the purpose of this plan will be 1st April to 31st March.
3. The menu of benefits finalized cannot be changed by the employee during the period of that year. Exception to this will be made under following circumstances:
  - Transfer of the employee from one city to another.
  - Change of grade/level.
  - Change of residential accommodation.
  - Unusually high expenses incurred by the employee for hospitalization of either self, spouse or dependent children and parents.
4. While selecting from the menu of benefits and spending the same, the employee must ensure that he/she should not draw more than:
  - 25% of the annual kitty in Q1
  - 25% of the annual kitty in Q2, together with the balance of Q1, if any
  - 25% of the annual kitty in Q3, together with the balance of Q1 and Q2, if any
  - 25% of the annual kitty in Q4, together with the balance of Q1, Q2 and Q3, if any

For the purposes of the plan, the quarters will be as follows:

- Q1 - April, May, June
- Q2 - July, August, September
- Q3 - October, November, December
- Q4 - January, February, March

Any unutilized amount in the kitty on 31st March will be paid along with the April salary and tax recovered appropriately.

5. In the event of the separation of an employee from the services of the Company, only a pro-rata amount of the kitty will be allowed to be utilized by the employee for the period of actual employment during that year.
6. The Company will recover tax from the salary every month as per the tax laws in force in respect of benefits selected by the employee.
7. The maximum value prescribed in the menu of benefits is the upper limit, beyond which the Company will not permit reimbursements except in the case of 3(d) referred above. The employee, however, has a choice to opt for lesser value.



**HP Employee Letter of Assurance Agreement Form**



U.S. Export Controls on Technology Transfer:

I acknowledge that during my work for HP Inc. (HP) I may, directly or indirectly, receive or access software and/or technical data which HP has classified according to the US Commerce Control List (CCL) as eligible for export under license exemption "Technology and Software Under Restriction" (TSR) to all destinations except those listed below.

I agree not to export or re-export this software and/or technical data or any direct product based on this software or technical data without proper US government authorization to destinations not eligible for exports under license exemption TSR.

According to current US export regulations the following countries are not eligible for exports under license exemption TSR. This list is subject to change without notice.

Armenia  
Azerbaijan  
Belarus  
Cambodia  
China (People's Republic of China)  
Cuba  
Georgia  
Hong Kong  
Iran  
Iraq  
Kazakhstan  
Kyrgyzstan  
Laos  
Libya  
Macao (Macau)  
Moldova  
Mongolia  
Myanmar (Burma)  
North Korea (Democratic People's Republic of Korea)  
North Sudan (Khartoum)  
Russia  
Syria  
Tajikistan  
Turkmenistan  
Ukraine  
Uzbekistan  
Venezuela  
Vietnam  
Yemen

**Signature required:** {{Sig1\_es\_:signer1:signature}} **Date:** {{Dte\_es\_:signer:date}}



## Agreement Regarding Confidential Information and Proprietary Developments

**Candidate Name:** M suhas (CID9472147)

**Candidate ID #:** CID9472147

**1. Consideration and Relationship to Employment.** As a condition of my employment with HP Inc. Company or one of its subsidiaries, successors, assigns, or affiliates (referred to collectively as, "Company"), in return for Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties in such employment, I knowingly agree to restrictions provided for below that will apply during and after my employment by Company. I understand, however, that nothing relating to this Agreement will be interpreted as a contract or commitment whereby Company is deemed to promise continuing employment for a specified duration.

**2. Confidential Information.** This Agreement concerns trade secrets, confidential business and technical information, and know-how not generally known to the public (hereinafter "Confidential Information") which is acquired or produced by me in connection with my employment by Company. Confidential Information may include, without limitation, information on Company organizations, staffing, finance, structure, information of employee performance, compensation of others, research and development, manufacturing and marketing, files, keys, certificates, passwords and other computer information, as well as information that Company receives from others under an obligation of confidentiality. I agree to abide by the Company Confidential Information Policy and specifically agree that with regard to Company Confidential Information:

- (a) to use such information only in the performance of Company duties;
- (b) to hold such information in confidence and trust; and
- (c) to use all reasonable precautions to assure that such information is not disclosed to unauthorized persons or used in an unauthorized manner, both during and after my employment with Company.

I further agree that any organizational information or staffing information learned by me in connection with my employment by Company is the Confidential Information of Company, and I agree that I will not share such information with any recruiters or any other employers, either during or subsequent to my employment with Company; further, I agree that I will not use or permit use of such as a means to recruit or solicit other Company employees away from Company (either for myself or for others).

**3. Proprietary Developments.** This Agreement also concerns inventions and discoveries (whether or not patentable), designs, works of authorship, mask works, improvements, data, processes, computer programs and software (hereinafter called "Proprietary Developments") that are conceived or made by me alone or with others while I am employed by Company and that relate to the research and development or the business of Company, or that result from work performed by me for Company, or that are developed, in whole or in part, using Company's equipment, supplies, facilities or trade secrets information. Such Proprietary Developments are the sole property of Company, and I hereby assign and transfer all rights in such Proprietary Developments to Company. I also agree that any works of authorship created by me shall be deemed to be "works made for hire." I further agree for all Proprietary Developments:

- (a) to disclose them promptly to Company;



- (b) to sign any assignment document to formally perfect and confirm my assignment of title to Company;
- (c) to assign any right of recovery for past damages to Company; and
- (d) to execute any other documents deemed necessary by Company to obtain, record and perfect patent, copyright, mask works and/or trade secret protection in all countries, in Company's name and at Company's expense.

I understand that Company may delegate these rights. I agree that, if requested, my disclosure, assignment, execution and cooperation duties will be provided to the entity designated by Company.

This Agreement does not apply to an invention for which no equipment, supplies, facility or trade secret information of the employer was used and which was developed entirely on the employee's own time, unless (a) the invention relates (i) to the business of the employer or (ii) to the employer's actual or demonstrably anticipated research or development, or (b) the invention results from any work performed by the employee for the employer.

4. **Respect for Rights of Former Employers.** I agree to honor any valid disclosure or use restrictions on information or intellectual property known to me and received from any former employers or any other parties prior to my employment by Company. I agree that without prior written consent of such former employers or other parties, I will not knowingly use any such information in connection with my Company work or work product, and I will not bring onto the premises of Company any such information in whatever tangible or readable form.

5. **Work Product.** The product of all work performed by me during and within the scope of my Company employment including, without limitation, any files, presentations, reports, documents, drawings, computer programs, devices and models, will be the sole property of Company. I understand that Company has the sole right to use, sell, license, publish or otherwise disseminate or transfer rights in such work product.

6. **Company Property.** I will not remove any Company property from Company premises without Company's permission. Upon the end of my employment with Company, I will return all Company property to Company unless Company's written permission to keep it is obtained.

7. **Relief; Extension.** I understand that if I violate this Agreement, Company will be entitled to (i) injunctive relief by temporary restraining order, temporary injunction, and/or permanent injunction, (ii) recovery of attorneys' fees and costs incurred by Company in obtaining such relief where allowed by law, and (iii) any other legal and equitable relief to which Company may be entitled. Injunctive relief will not exclude other remedies that might apply.



8. **Severability; Authority for Revision; Assignment; Governing Law.** The provisions of this Agreement will be separately construed. If any provision contained in this Agreement is determined to be void, illegal or unenforceable, in whole or in part, then the other provisions contained herein will remain in full force and effect as if the provision so determined had not been contained herein. If the restrictions provided in this Agreement are deemed unenforceable as written, the parties expressly authorize the court to revise, delete, or add to such restrictions to the extent necessary to enforce the intent of the parties and to provide Company's goodwill, Confidential Information, Proprietary Developments and other business interests with effective protection. In the event the restrictions provided in this Agreement are deemed unenforceable and cannot be reformed to make them enforceable, then any prior agreements that I have made with Company relating to confidential information or proprietary developments shall not be deemed to have been superseded or otherwise affected by this Agreement, but instead shall remain in effect. The title and paragraph headings in this Agreement are provided for convenience of reference only, and shall not be considered in determining its meaning, intent or applicability. This Agreement will inure to the benefit of the parties' heirs, successors and assigns. This Agreement may be assigned by Company to a subsequent employer, successor or assign without the need for further authorization or agreement from me. This Agreement will be governed by the laws of the country and/or state identified as my work location in which I work at the time of its enforcement.

9. **Acceptance by Company.** A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

10. **Acceptance by Employee.** By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

I accept the offer, Agreement Regarding Confidential Information and Proprietary Developments and all of the documents' terms and conditions above

**For Employee**

{{Sig1\_es\_:signer1:signature}}

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Name

{{Dte\_es\_:signer:date}}

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Date

**For and on behalf of the company**





*Binu Mathew*

**Binu Mathew**  
**Country Director Human Resources**



**INDVAL TECHNOLOGIES PVT. LTD.**



**Mahesh K M**

EMP. No. : [REDACTED]

Contact No. : [REDACTED]

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