

NTT DATA Global Delivery Services Private Limited

19 & 19-1 South End Road
 Banashanagar, Bangalore 560 001 India
 Tel: +91 80 2785 9482 Fax: +91 80 2653 0912

9/27/2016
 Anirudh A S
 K S S E M

Dear Anirudh A S,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

- j) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- k) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- l) Certifying JCA Java SE Programmer – Associate and JCP Java SE Programmer – Professional.

On successful completion of your training, you will be appointed as a **Sr.Associate Consultant** in **Grade 5** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India) and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
 FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B Srinivasulu
 B B SRINIVASULU
 VICE PRESIDENT - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **9/27/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: *Anirudh A S*
 (Anirudh A S)

Date: *27/09/2016*

NTT DATA Global Delivery Services Private Limited

18 & 18-1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91 80 2665 9482 Fax: +91 80 2663 0912

9/27/2016
Arpitha D Apthi
K S S E M

Dear Arpitha D Apthi,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

- qq) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- rr) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- ss) Certifying JCA Java SE Programmer – Associate and JCP Java SE Programmer – Professional.

On successful completion of your training, you will be appointed as a **Sr. Associate Consultant in Grade 5** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B Srinivasulu
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **9/27/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: *Arpitha D. Apthi*
(Arpitha D Apthi)

Date: 27/9/2016

NTT DATA Global Delivery Services Private Limited

18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2053.0912

9/27/2016
Rakshitha G
K S S E M

Dear Rakshitha G,

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

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

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During the training you will be given a stipend of **Rs.12,000** per month.

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- kk) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- ll) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- mm) Certifying JCA Java SE Programmer – Associate and JCP Java SE Programmer – Professional.

On successful completion of your training, you will be appointed as a **Sr. Associate Consultant in Grade 5** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B Srinivasulu
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **9/27/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: *Rakshitha G*
(Rakshitha G)

Date: 27/09/2016

NTT DATA Global Delivery Services Private Limited

18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9432 Fax: +91.80.2653.0912

9/27/2016
Nikhil Teja V
K S E M

Dear Nikhil Teja V,

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

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

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

During the training you will be given a stipend of **Rs.12,000** per month.

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

- m) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- n) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- o) Certifying on Software Development Fundamentals – Certified by Microsoft.

On successful completion of your training, you will be appointed as a **Sr.Associate Consultant in Grade 5** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

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A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

for Abhimata Sanka
B B SRINIVASULU
VICE PRESIDENT – TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **9/27/2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: V. N. S.
(Nikhil Teja V)

Date: 27/09/16

Date: 31-Oct-2017

To

Vyshnavi Burle
BANGALORE

Dear Vyshnavi Burle,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the competency Level C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 65% aggregate in the degree. Aggregate is calculated as follows:

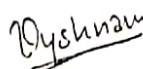
$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.



2.4. Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneswar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited



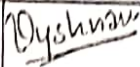
Pankaj Khanna



Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Vyshnavi Burle, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	VYSHNAVI BURLE

Annexure 1

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

Name : Vyshnavi Burle
Competency : CI
Designation : ENGINEER
Stipend : INR 22,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- INR 6000 per month covering for accommodation on twin share basis on a subsidized cost (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance which is INR 470 per month.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2017 - 2018 for your reference. You will get more details on joining.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 400,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 1,500,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Annexure 2

Compensation stack effective from the date of confirmation

Name : Vyshnavi Burle

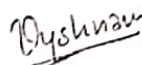
Competency : C1

Designation : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	103,344
HRA	51,672
Conveyance	30,000
Competence Linked Pay	24,000
Communication Allowance	30,000
Education Allowance	24,000
Provident Fund	12,396
Gratuity	4,956
Insurance Benefits*	5,640
Annual Gross	286,008
Bonus**	39,000
Annual Cost to Company	325,008

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.



Date: 19-Oct-2017

To

Anirudh S
BANGALORE

Dear Anirudh S,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the competency Level C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 65% aggregate in the degree. Aggregate is calculated as follows:

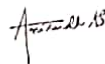
$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.



Mindtree Ltd
RVCE Post, Mysore Road
Bangalore 560 059

T + 91 80 6706 4000
F + 91 80 6706 4100
W www.mindtree.com

Candidate No: IN 80006333 17

1

2.4. Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- Signed Service Agreement in originals
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- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

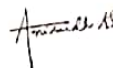
We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited



Pankaj Khanna



Mindtree Ltd
RVCI Post, Mysore Road
Bangalore 560 059

T + 91 80 6706 4000
F + 91 80 6706 4100
W www.mindtree.com

Candidate No: TN/8000633317

Attra

(1)

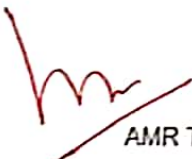
5-March-18

Ms. Manushri K U
#206, 2nd floor, Spurthi Villas & Green,
Near Baldwin School, BEML Layout,
Rajarajeshwarinagar, Bengaluru - 560098.

Dear Manushri,

We are pleased to appoint you as 'Associate Engineer' in Career Band 'T' with Attra InfoTech Private Limited ("the Company"). Your location of posting will be AMR Tech Park-2, No. 23 & 24, Second Floor, Hongasandra, Hosur Main Road, Bangalore-560 068.

1. Your annual gross salary along with the break-up of salary is as per details contained in Annexure - A.
2. Your employment with us will be governed by the specific terms and conditions referred in Annexure - B.
3. You are required to join on 8-March-18, and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.
4. You are requested to report at 09:00 AM to complete the joining formalities at the address mentioned above. At the time of joining, you are requested to submit the copies of the documents as per Annexure - C.
5. You will be required to execute and be bound by a Non-Disclosure Agreement and an Employment Invention Assignment Agreement given to you at the time of joining.
6. You shall be on probation for a period of six (6) months from the date of joining the Company. On completion of such time, based on performance, you would be considered confirmed.
7. Mediclaim and Personal Accident Insurance will be extended to you and your family on you joining the company.
8. Gratuity Benefits would also accrue to you upon your completion of 5 continuous years of service.


Attra Infotech (P) Ltd.,
AMR Tech Park II, No 23&24, 2nd Floor, Hongasandra, Hosur Main Road, Bangalore-560068
Ph: + 91 80 41970900, Website: www.attra.com

Attra

9. You are required to sign the **Employment Agreement** upon joining.
10. You are required to undergo pre-employment health check at any of the authorized centers before joining. This offer is subject to satisfactory Health Report issued by an Authorized Medical Centre* certifying fitness for the job. Company reserves rights to withdraw the employment offer in case of adverse health reports.

*Authorized Medical Centre –Express Clinics

Please sign the duplicate copy of the offer on all sheets at the bottom on the right corner, and return to M/s Attra InfoTech Private Limited (“the Company”) located at AMR Tech Park-2, No. 23 & 24, Second Floor, Hongasandra, Hosur Main Road, Bangalore-560 068 by **08-March-18**, (marking on the envelope “ACCEPTANCE OF OFFER”), as a token of your acceptance and mentioning the date of your joining the Company.

In case of further clarifications, please communicate with Mr. V Ravikrishnan (on *E-Mail*: ravikrishnan.venkataraman@attra.com.au)

We welcome you to the Company and look forward to a long and mutually beneficial association.

For **Attra Infotech Private Limited**



Ravikrishnan V
Senior Vice President

Encl: Annexure – A (Salary Structure)
Annexure – B (Terms & Conditions of Employment)
Annexure – C (Check list)

Attra Infotech (P) Ltd.,
AMR Tech Park II, No 23&24,2nd Floor, Hongasandra, Hosur Main Road,Bangalore-560068
Ph: + 91 80 41970900, Website: www.attra.com



Registered Address Flat No. G21A, Brigade MM Industrial Enclave, K.R. Road, Bangalore-560082,
Karnataka, INDIA CIN: U74900KA2015PTC083384
Tel: 080 41102103 www.megamic.in

STRICTLY PRIVATE & CONFIDENTIAL

Date: 18-12-2017

To,
Mr. Prudhvi P,
19-39, Oggavaripalli (V), Pachigunta (P),
G.D.Nellore (M), Chittoor,
Andhra Pradesh 517421

APPOINTMENT LETTER

Dear **Prudhvi**,

With reference to your application and the subsequent discussions you had with us on 14th October 2017, we are pleased to offer you a full time position of employment in our Company subject to following terms:

1. **Designation:** You are being appointed as "Design Engineer".

Date of Joining: Your date of joining will be 3rd January 2018.

2. Your appointment is subject to your being medically fit at all times.

3. **Compensation and Benefits:** You will receive compensation of Rs. 1,80,000/- per annum. **Income Tax and any other statutory deductions will be done at source.** You will receive a performance based variable incentive that will be discretionary & based strictly on your and Company's performance. You will be eligible for leave and other such benefits in accordance with the Company's rules and regulations as stipulated in the Company's HR Policy document. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.

4. **Posting & Transfer:** Your place of work, in the first instant, will be the Company's registered office location at Brigade MM Industrial Enclave, Bangalore. However, depending upon the needs of the organization you may need to undertake short term trips to Customer locations / offsite training locations etc.

5. **Probation:** You will be on probation for a period of 6 months, from your date of joining, after which your performance will be appraised. You will be confirmed in your appointment in writing on successful completion of the said probationary period. It may get extended by further period of 3 months if your performance is not found satisfactory. If no confirmation is made in writing at the end of the probationary period, it will be deemed to have been extended until the company confirms you in writing.

P. Prudhvi
03/01/18

1

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M. S. B.
S. K. R.

6. During the probation period either party may terminate this agreement by giving 10 days notice or salary in lieu thereof is given.
7. **Notice period:** On confirmation, either party, by stating their intention to do so, in writing may terminate this employment at any time, provided that at least 1 months' notice or salary in lieu thereof is given.
8. However, in the event of your being guilty of misconduct or inattention or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanor which is likely to affect, or affects the reputation of the Company's working or of any breach of the terms and conditions herein, the Company reserves its right to terminate your services at any given point of time, with immediate effect, without any compensation or notice.
9. **Date of Birth:** The date of birth declared by you is 08/11/1996 and you will be bound by such date of birth in all service matters with the Company.
10. **Retirement Age:** You will retire from the services of the Company on attaining the age of 58 years.
11. You will treat matters pertaining to the Company's business interests with utmost confidentiality and such confidentiality has to be maintained during your employment with the Company and thereafter.
12. During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as stipulated in the Company's HR Policy document.
13. You will undertake, that while in the employment of the Company, and for a period of 12 months after separation from the Company, for any reason whatsoever, you will:
 - I. Keep confidential and not disclose to any unauthorized persons
 - (a) All Company information, business and financial interests,
 - (b) Company intelligence, consisting of sensitive research, either acquired or in the process of being carried out
 - (c) Technical capability and
 - (d) Commercial intelligence disclosed to you and/ or acquired by you in the course of your employment
 - II. Not employ, use and/ or engage the confidential information for any purposes other than the business of the Company and only during the course of your employment with the Company.
 - III. Not seek or obtain employment or consultancy directly or indirectly with any other Company entity/ organization or their associates/ affiliates, which is in competition with our Company.

P. Poudhri
03/01/18


- IV. Solicit or endeavor to entice any employee or person involved, directly or indirectly, from any of the Company's operations.
14. You are employed in the Company full time. You will not be employed by any other Company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the Company.
15. Amendments to the above terms and conditions, if any will be made in writing.
16. Please sign and return the duplicate copy of this letter of appointment (initialing each page) as a token of your having accepted the above terms and conditions.

We look forward to your joining our company and are excited about the contribution that you will make. Hoping for a mutually beneficial professional relationship!

Thanking You.

Best Regards,

For Megamic Electronics Pvt Ltd



Vinod Paliakkara

Managing Director

Date

I have read, understood and agree with the terms mentioned in the appointment letter and the HR policy of the company.

Accepted & Agreed

Sign P. Prudhvi

Name: Mr. Prudhvi P.

Date: 03/01/18

Ramya R

Bangalore

1 Jan 2018

Subject: EMPLOYMENT JOINING LETTER

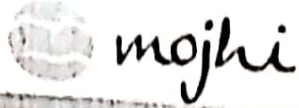
Dear Ramya,

With reference to your interview you had with us, we are pleased to appoint you as Customer Relationship Manager W.e.f. 2nd Jan 2018. Your annual total cost to company will be of Rs. 2,04,000/- (Rupees Two lakhs and Four thousand only).

You are selected under the company's payroll i.e. Mojhi Technologies Pvt. Ltd. You will be required to work at the premises/offices as assigned by the management from time to time, and you will be liable to be transferred to other offices depending on exigencies of service.

Any issues and matters arising hereunder shall be construed in accordance with and be governed by the laws of India, and shall be subject to jurisdiction of the courts in Bangalore only.





In case you are agreeable to the terms and conditions as set out hereinabove, you are requested to sign the duplicate copy of this joining letter in token of your acceptance.

The above terms and conditions can be changed at any time without prior intimation. We look forward to your dedicated efforts, excellent performance and commitment towards work and organization.

We hope that your professional association with us will be a rewarding and fulfilling experience.

Yours truly,

For Mojhi Technologies Pvt. Ltd.

(Authorized Signatory)

mojhi

Sumanth Kamath

Bangalore

10 Feb 2018

Subject: EMPLOYMENT JOINING LETTER

Dear Sumanth,

With reference to your interview you had with us, we are pleased to appoint you as Operator Relationship Manager W.e.f. 12th Feb 2018. Your annual total cost to company will be of Rs. 1,98,000/- (Rupees One Lakh Ninety Eight Thousand only).

You are selected under the company's payroll i.e. Mojhi Technologies Pvt. Ltd. You will be required to work at the premises/offices as assigned by the management from time to time, and you will be liable to be transferred to other offices depending on exigencies of service.

Any issues and matters arising hereunder shall be construed in accordance with and be governed by the laws of India, and shall be subject to jurisdiction of the courts in Bangalore only.

Mojhi Technologies Pvt Ltd
2nd Floor, Jayalaxmi Arcade, 27th Cross Rd, 7th Block, Jayanagar, BENGALURU, KARNATAKA 560070
P: +91 9900185925 | E: adventure@mojhi.com | W: www.mojhi.com

mojhi

In case you are agreeable to the terms and conditions as set out hereinabove, you are requested to sign the duplicate copy of this joining letter in token of your acceptance.

The above terms and conditions can be changed at any time without prior intimation. We look forward to your dedicated efforts, excellent performance and commitment towards work and organization.

We hope that your professional association with us will be a rewarding and fulfilling experience.

Yours truly,

For Mojhi Technologies Pvt. Ltd.



(Authorized Signatory)

Mojhi Technologies Pvt Ltd
2nd Floor, Jayalakshmi Arcade, 27th Cross Rd, 7th Block, Jayanagar, BENGALURU, KARNATAKA 560070
P: +91 9900185925 | E: adventure@mojhi.com | W: www.mojhi.com

28 Feb 2017

S. Zallanya M/S

LETTER OF OFFER

Dear Sir,

We are pleased to hear from you regarding the proposed project. We have reviewed your requirements and are pleased to offer you the following services:

1. **System Analysis and Design:** We will conduct a thorough analysis of your current systems and design a new system architecture that meets your requirements.

2. **Software Development:** We will develop and test the software application, ensuring it is robust, secure, and user-friendly.

3. **Implementation and Deployment:** We will assist you in the implementation and deployment of the system, ensuring a smooth transition from the old system to the new one.

4. **Training and Support:** We will provide training for your staff and ongoing support to ensure the system is running smoothly.

The estimated cost for these services is **RM 150,000.00** (Fifteen Thousand Ringgit Malaysia).

We are confident that our team has the expertise and resources to deliver a high-quality solution for your organization. We look forward to your response.

Yours faithfully,
 S. Zallanya
 Meeting Minds Infosystems



M

Date: 20th Dec 2017

Dear Sandeep Mani,

Congratulations! We are very pleased to offer you the position of Trainee with Maventic Innovative Solutions Pvt. Ltd.

This program is of Six Months duration effective from 20-Dec-2017, wherein your total understanding of technology, competence and suitability will be measured. Based on your performance during this engagement we will confirm your appointment on the company payroll.

You will be reporting to Mr. Diwakar Chaube.

Please note that a stipend of Rs. 12000/- per month will be paid to you (Inclusive of all and Statutory deductions as per the laws of the land).

Based on the performance during the training period, your salary will be revised after 6 months.

Kindly acknowledge the copy of the document for office records.

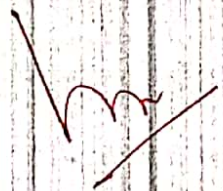
We look forward to a fruitful association.

Thanking You,





Authorized Signatory



Date : 21 March 2017

Emp ID : 100122

Dear Mr. Naveen Kumar S,

Sub: Offer Letter

As per our interview and further discussion, we are glad to offer you an appointment with Triffil Solutions Pvt Ltd. as Software Developer.

1. You will be employed under Triffil Solutions Pvt Ltd., from April 03, 2017.
2. **Annual Compensation:** Your CTC will be INR 2,40,000/- in a year which will pay by monthly basic. Your salary, allowance and Re-imbursements of expenses details are attached to the appointment letter and marked as Annexure, You will be paid 10,000/- in training period, please note Salary would be paid out on basis of package (2.4 LPA) only after placing on board.
3. At the end of the training your services with the company would be confirmed subject to your performance meeting the requisite standards. Training period of 3 months is mandatory for on boarding.
4. You will render all duties expected of an Software Developer. Your performance should match the required standards.
5. **Transfer:** Your initial place of work will be **Bangalore.** However, your services are transferable, and you may be assigned, to any location in India where the Company or any one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.
6. **Termination:** Your services may be terminated by either party, by giving notice in writing of one (1) month or payment of salary in lieu thereof. The aim of this clause is to minimize unnecessary disruption of business. Norm Software reserves the right to terminate your employment on grounds of policy, misconduct or unsatisfactory job performance.
7. Absence of a continuous period of five days without prior approval of your superior, (including overstay of leave/training), would be treated as abandonment of service.
8. You will automatically retire on attaining the age of fifty (50) years. You may also be retired earlier if found medically unfit,
9. Whilst employed by the Company:
 - 10.1 You will not be permitted to undertake any other employment or engage in any external activities of a commercial nature.
 - 10.2 You will be required to effectively carry out all duties and responsibilities assigned to you by your higher authority and other authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your manager.



Seen
Majid S
2017

11. Secrecy: During the course of your employment or thereafter, you shall not divulge to any third party any information regarding the affairs or business matters of the Company or information regarding its customers without written approval. All information that comes to your knowledge by reasons of your employment with the Company is deemed to be confidential.

12. Conflict of Interest: You confirm that you have disclosed fully all of your business interests in the Company whether or not they are similar to or in conflict with the business(es) or activities of the Company and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between Norm Software and you or any immediate relatives, also, you agree to disclose fully and immediately to the Company any such interests or circumstances, which may arise during your employment.

13. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures. All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation etc. would warrant strong disciplinary action from the Company.

14. Upon separation from the Company, you will be required to immediately return to the Company, all assets and property (including any leased properties) of the Company including documents, files, books, papers and memos in your possession or custody.

15. Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company disciplinary policy in force.

16. Security: Employees are expected to cooperate with the security personnel to help them carry out their assigned duties. If there is any need to take some of the equipment out of the office premises for any reason, the concerned person is required to sign in the register provided with the security personnel. Those of you who wish to work late or early hours are requested to sign in the register with the security personnel.

17. Smoking: We owe and assure a smoke free environment for our associates. The entire office premises including lobbies, Cafeteria is declared as a "No-Smoking Zone".

18. Timings: You shall maintain punctuality and regularity during office hours. Regular Office Hours are 9AM to 6PM on week days Monday to Friday, excluding Holidays.

19. Leave benefits and other benefits will be as per the Company policy.

SALARY ANNEXURE

	per month in INR	per annum in INR
Monthly Component		
Basic & DA	8000	96000
HRA	4000	48000
City Compensatory Allowance(CCA)	4000	48000
Conveyance	2000	24000
Medical Reimbursement	2000	24000
Gross Fixed Salary (A)	20000	240000

The terms of this offer are intended to be kept strictly confidential.

Other terms and conditions will be governed by the Company's policies as stated from time to time.

Kindly sign and return a copy of this letter. Please initial each page in acceptance of the terms and conditions set out herein.

TRIFFIL

With warm regards,

For Triffl Solutions Pvt Ltd.
Bangalore
560043

KISHORE

HR Operations

Accepted & Agreed
(signature of the Candidate)

1

Date: February 10, 2018

Allu Gnana Prasuna
#1-7, Mannila Village, Anantapur
Andhra Pradesh - 515721

Dear Allu,

We are pleased to offer you a specialized training opportunity with Aricent Technologies (Holdings) Limited, in our Chennai office for a period of 6 months starting February 15, 2018 on the terms and conditions mentioned below. During this training period you shall be designated as a "Trainee". Post successful completion of training, you will be offered permanent role with Aricent Technologies (Holdings) Limited.

As you are aware that the Company will be incurring huge expenses for organizing this specialized training & skill enhancement program for you. Please note that incurring of huge expenses is done by the Company on the pre-condition that you shall execute Bond Agreement binding yourself to work exclusively with the Company for the period of 36 months from the date of your joining. Please read the terms of Bond Agreement before accepting this Offer.

The terms and conditions would be as follows:

- The all-inclusive monthly stipend would be INR 15,000.00 (Rupees Fifteen thousand only) for the period of 6 months from start of training.
- You will be expected to make your own arrangements for travel and accommodation as may be necessary to enable you to pursue the program.
- Based on your performance during our training period, you may be considered for a permanent role with Aricent Technologies (Holdings) Limited.
- On being offered a permanent role with Aricent Technologies (Holdings) Limited, you would be placed at "V2 Grade" and designated as "Engineer". As a permanent employee, your annual Total compensation shall be INR 400,000.
- Any changes to the contract will be intimated separately from time to time.
- Execution of Bond Agreement binding yourself to work exclusively with the Company for the period of 36 months from the date of your joining. In case you breach the terms of Bond Agreement, you will be liable to pay INR 600,000 towards cost and expenses incurred by the Company on your training and skill enhancement.



- During the training period, this contract could be terminated with mutual understanding by either party with a one month notice and smooth transition of the work to the alternative resource identified and subject to terms defined in the Bond Agreement.
- You will sign a Non-Disclosure Agreement and any other agreements as would be required in protecting the proprietary and confidential data / information.
- You are required to adhere to the code of conduct as applicable for all employees, trainees and consultants of Aricent.

Please confirm your acceptance of this offer by signing a copy of this letter.

Yours sincerely,

For Aricent Technologies (Holdings) Limited,



Chandra Reddy
Chief Engineering Officer

PS: Please carry the following documents on the day of your joining

- * Passport size photographs (4 copies)
- * Educational Certificate Copies
- * Copy of Relieving letter from current employer (If applicable)
- * Work Experience details (supporting documents), if applicable
- * Identity Proof - Valid passport/ Driver's license/ PAN card/ Voter's ID card or Aadhaar Card



(1)

MosLogi Technologies Pvt. Ltd.
10, 5th C Cross / BTM 16th Main / I.A.S Officers Colony
BTM 2nd Stage / Bangalore- 560076 / India

Date: 28th August 2017

Mr. Siddharth Nambiar K T
#85, 17th Main, 1st Phase
BTM Layout, 2nd Stage
Bangalore

Dear Mr. Siddharth Nambiar

We welcome you to Moslogi Technologies Pvt. Ltd and are confident that you will build a long and mutually rewarding career with us. We believe that it is individuals like you who can along with all of us build a company. Our Mission, Vision and core values guide all our business transactions.

Moslogi Technologies provides long term career opportunities for every one of its employees. We sincerely hope that, you will grow with us and develop a world class environment.

Enclose please find your employment letter and other relevant details. Meanwhile, if you would like to know more about the company or any other clarifications please contact the HR Department.

Thanking You,

Yours Sincerely
For Moslogi Technologies Pvt Ltd



Sharath Chandran.T
Director Operations



Sub – Employment Letter

Dear Mr.Siddharth Nambiar

We are pleased to make an offer to you to join Moslogi Technologies Pvt. Ltd at our Bangalore office as Physical Design Engineer . Your total cost to company (CTC) will be Rs .240,000/- Annum (In Words : Rupees Two Lac Forty Thousand Only). This includes 15% Performance bonus. You can get more details regarding performance bonus plan on joining. Details of the salary structure are given in subsequent pages.

TERMS & CONDITION

This letter contains board terms and conditions of service governing this appointment which are subjected to change from time to time. Hence you are requested to contact function for policies /rules /regulations. Which are applicable to you? We expect you to keep the salary details confidential always.

NATURE OF EMPLOYMENT

This offer is made on clear understanding that your employment is on whole time basis and that you will not undertake any other part time /fulltime work, without the consent of the company. Also, this employment is of continuous nature and does not entail any compensation for any overtime worked by you.

TRANSFER

You could be transferred to any other office /branches /subsidiaries /affiliates either domestic or abroad, should the need arise. You will abide by the company's rules and regulations as may be in effect from time to time with respect to your function, grade or location where you work in.

RETIREMENT

The services in the firm is valid till the date of retirement. For this purpose the date of birth as declared in the application from will be treated as final.

METHODS

IF you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the company, such developments will be fully communicated to the company and will remain sole right/property of the company.

CODE OF CONDUCT

Moslogi Technologies has a code of conduct, confidentiality and non-compete agreements primarily to address working standards and business interests. You will be requested to sign your acceptance and adhere to these norms once you join the company.

TERMINATION

Either party may terminate the appointment by immediate in writing. Also, the company may terminate your services with immediate effect by paying dues. Waiver of notice period is at the sole discretion of the company.

TAX IMPLICATION

You are solely responsible for declaration and implications arising thereof for all personal income tax purpose.

BACKGROUND CHECK & REFERENCES

We would be conducting a background and reference check on your employment details, Your joining us is contingent upon our obtaining a satisfactory report on the background check conducted by our approved agency or our person relating to employment, experience, work history etc.

VALIDITY OF THE APPOINTMENT LETTER

Employer and the Employee agree that all other terms and conditions contained in the Appointment Letter issued by Employer will continue to hold good. This agreement is in addition to and not in derogation of the terms and conditions governing the appointment of the Employee under the Company. This letter is valid for a period of Seven days from the date mentioned in this offer. You are requested to sign the enclosed copy and submit to us before the end -date as token of acceptance of the offer.

We are confident that you will advance professionally and financially with Moslogi Technologies Pvt. Ltd, through your diligence and professionalism. We would appreciate your acknowledging the receipt of this letter and acceptance of this offer within seven days from the date mentioned in this letter, failing which the employment stands void.

Yours Sincerely

For Moslogi Technologies Pvt Ltd



Sharath Chandran .T
Director Operations



Letter of Appointment

Madhura S

11 January 2018

Address
No. 2, 2nd Cross, Banagiri Nagar,
N. Pappa Garden, Banashankari 3rd stage,
Bengaluru - 560085

Dear Madhura S,

This has reference to your application and subsequent discussions you had with us. We are pleased to have you as a associate with us. You shall be with H-Logicon Control Automation Pvt. Ltd. as a Trainee in Solution Architecture Department with effect from 08-January-2018 with employee code CA 212103F on the following terms and conditions:

1. You shall serve a probationary period of minimum six months from the date of joining. Upon successful completion of a formal performance appraisal you shall be confirmed in the permanent establishment of the Company.
2. The company reserves the right to either extend or terminate this agreement if your performance is not up to expectation.
3. Your appointment on rolls with the company shall be subject to satisfactory completion of a formal performance appraisal at the end of probation period.
4. You shall not be entitled to any of the privileges or rights of regular employees of the company.
5. The company will not be responsible for any loss, hurt or accident which may happen to you during the probation period and you will not be entitled to claim or demand anything on a count of any of the above mentioned reasons.
6. If by your negligence, disobedience or any willful act or omission the company suffers any loss, then you will be liable to make good that loss immediately on demand.
7. Either the Company or you may at any time terminate this agreement by giving in writing to the other party a notice of one month or one month's salary (whichever is less) in case you decide to leave the company. Please note that the acceptance of payment in lieu of notice period in the U.S.A. of the relevant party are at the Company's sole discretion.
8. During the period of probation, you will be paid a remuneration of Rs. 10,000/- (Rupees Ten Thousand only) per month. You will not be paid any salary for the period of days you are not reported to the company.

This letter constitutes the contract of your employment and is being offered to you in duplicate. Please sign on duplicate copy as a token of your understanding and acceptance of the terms and conditions mentioned above.

For H-Logicon Control Automation Pvt. Ltd.

Prashanth G.H.
Director - Operations

H-Logicon Control Automation Pvt. Ltd.

133/2, Anna Nagar, Bangalore (Company) Ph: 91 (0) 81 57455 00
833/2, Anna Nagar, Bangalore (Office) Ph: 91 (0) 81 21065725



www.logicon.co.in