

Metric 5.2.1

Average percentage of placement of outgoing students during the last year

Table of Contents

Sl.No	Contents	Link
1	Proof of students placed during 2022-23	ClickHere

LETTER OF INTENT

Dear Ashly Asok,

With reference to your interview conducted by us, we are pleased to inform that you have been selected for the position of **System Engineer - Trainee** with **Jobin and Jismi Private Limited**. We are glad to extend a hearty welcome to you to our Jobin and Jismi family.

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/post-graduation and the minimum passing percentage/ grade/ rank/ class as determined by Jobin and Jismi.

This LOI from Jobin and Jismi is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time, this LOI shall stand withdrawn, and will be considered as void.

Any extension to the LOI validity will be at the sole discretion of Jobin and Jismi.

Upon Joining Jobin and Jismi

- 1. You will enter into a service agreement for 2 years with Jobin and Jismi which shall contain details including the scope, terms and conditions of your employment and the contractual obligation of Jobin and Jismi.**
- 2. You will be on probation for a period of 12 months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of 12 months.**

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Jobin and Jismi nor should it in any manner confirm our intent to make you an offer of employment. We may, at anytime, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact hr@jobinandjismi.com.

ANNEXURE 1

Compensation Structure

Name: Ashly Asok

Designation: System Engineer - Trainee

Location: Chalakudy

Components	Per Month	Annual
Basic Pay	15000	180000
Dearness Allowance	2000	24000
Other Allowances	4500	54000
CTC	21500	258000
Professional Tax	200	2400
Employer PF	1800	21600
Employee PF	1800	21600
Net Pay	21300	255600

***Professional Tax and TDS will be deducted as per government norms.**

CF-2023



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2023 CB



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Viswajyothi College of Engineering & Technology

Date : 23-02-2023

Dear Sona Mariyam Sunny,

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland



2023 CF

Offer: Computer Consultancy
Ref: TCSL/CT20223999479/Trivandrum
Date: 05/10/2022

Ms. Ankitha Manoj
Mandapathil(H),Parappa(P.O),Kasargod(Dt),
Parappa,
Vellarikundu-671533,
Kerala.
Tel# -

Dear Ankitha Manoj,

Sub: Letter of Offer

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

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

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

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

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

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TCSL/CT20223999479

TATA CONSULTANCY SERVICES

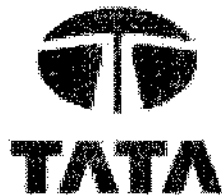
Tata Consultancy Services Limited

Vicarya Building 6th Floor, Infopark, Kasargod PO, Kasargod 682 800 India

Tel: 0441 054 1000 Fax: 0441 054 5255 Website: www.tcs.com

Registered Office: Narimani Building, 6th Floor, Nariman Point, Mumbai 400 021

20% Ownership: Kalyan Nagar, 1000 200 3111. Email: hr@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.



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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TCSL/CT20223999479

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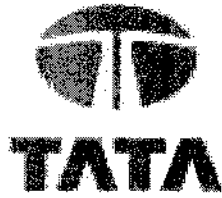
Tata Consultancy Services Limited

Mumbai Building 6th Floor, Inlaks, Kurla Complex, Kurla West, Mumbai 400 082, India

Tel: 022 6743 3000 Fax: 022 6743 3250 Website: www.tcs.com

Registered Office: Annual Building, Salt Lake, Nariman Point, Mumbai 400 025

T: 022 6743 3000 F: 022 6743 3250 E: hr@tcs.com



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



Withdrawal of Offer

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


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

We look forward to having you in our global team

Yours Sincerely,

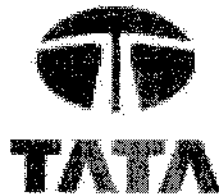
For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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



GROSS SALARY SHEET

Annexure 1

Name	Ankitha Manoj
Designation	Assistant System Engineer-Trainee
Institute Name	Vishwajyothi College Of Engineering And Technology, Vazhakulam

Table 1: Compensation Details (All Components in INR)

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

21st October 2022

Offer Letter

Mehanoor Basheer
Valiyakattil (H), Pullarimangalam P O
Adivad- 686671,

Dear Mehanoor,

Further to the selection process you had with us, we are pleased to offer you an exciting career with Experion Technologies (India) Pvt. Ltd.

Your formal training period of three months, **Initial Learning Program (ILP)** will start as soon as you complete your current course examinations, and you will be eligible for a **stipend of INR 15,000 per month** during the period. You will have a series of training sessions to undergo during your formal training period which will help you to perform during this period.

Successful completion of the **Initial Learning Program** and submission of **Provisional Certificate of your Graduation** from your Institution/University are the prerequisites to avail **Formal Employment Offer** from Experion.

The general terms and conditions of the **Employment Offer** are as follows:

1. On successful completion of the Initial Learning Program, you shall be appointed on probation for a period of 6 (six) months as '**Associate Software Engineer**' at grade **A1**.
2. Your remuneration on joining Experion shall be **INR 4,00,000/-** (Rupees Four Lakhs) only per annum cost to the company.
3. Your job location shall be either at our **Thiruvananthapuram (Technopark)** or **Kochi (Infopark)** office based on our project requirements at the time of joining the Company.

You have the option of upgrading to the Elite stream by taking one more round of Programming Test. This selection procedure is optional for you. If chosen, you will be promoted to the Elite batch, with an annual salary of INR 6,00,000/- (Rupees Six Lakhs) only per annum cost to the company. If not, you will be part of the Regular stream under the job terms and conditions outlined in the current Offer Letter.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same (soft copy) to us.

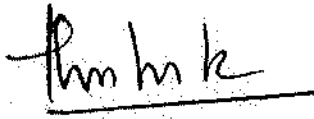
We welcome you to build an exciting career with Experion!

For Experion Technologies (I) Pvt. Ltd.,



Jijo Joseph
AGM – Human Resources

I, MEHANOOR BASHEER, acknowledge that I have read, understood, and accept this Offer and other terms and conditions of employment as outlined therein, and agree to send the certificate copies of the qualifying examinations once I receive it from the University.



Signature

22/10/2022

Date

You have the option of upgrading to the Elite stream by taking one more round of Programming Test. This selection procedure is optional for you. If chosen, you will be promoted to the Elite batch, with an annual salary of INR 6,00,000/- (Rupees Six Lakhs) only per annum cost to the company. If not, you will be part of the Regular stream under the job terms and conditions outlined in the current Offer Letter.

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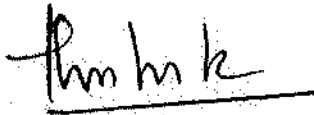
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For Experion Technologies (I) Pvt. Ltd.,



Jijo Joseph
AGM – Human Resources

I, MEHANOOR BASHEER, acknowledge that I have read, understood, and accept this Offer and other terms and conditions of employment as outlined therein, and agree to send the certificate copies of the qualifying examinations once I receive it from the University.



Signature

22/10/2022

Date

CS-2023



Building a better working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6581 3000
Fax: +91 080 6581 3534
ey.com

21 December, 2022

Mr Alan Baby
Nediyakalayil house Nellikuzhy p.o,
Kothamangalam ,
Kothamangalam ,
Kerala - 686691

Contact No: 9745289238
Email: alanbabyjosephaa@gmail.com

Dear Alan,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "EY Global Delivery Services India LLP" (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual total compensation of **INR.3,99,000/-** per annum. The annual total compensation includes variable pay bonus (VPB) and fringe benefits that are insurance and gratuity and this will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of Income tax and other applicable taxes at source.

Variable pay bonus(VPB) is a pay for performance program where you will be eligible to participate and have a differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2023. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2023.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP Identity No. AAL - 2743) effective 30 November, 2017. Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore - 560016, India

This file is signed using Digital Signature.



Thanking you.

Yours faithfully,

for EY Global Delivery Services India LLP

Signed By: Divya Parihar

Reason: Letter of Intent

Location: Bangalore

Date: 12/21/2022 17:42:00

Authorized Signatory



November 07, 2022

Dear **Amal Abraham**,

Congratulations!

We are pleased to offer you the position of **Engineer, QA** in our organization.

The main terms and conditions of your employment are given below:

- **Training and Confirmation:** The first three months of your employment at QBurst will be a period of training, followed by another three months of probation. On successful completion of the probation period, your services will be confirmed. However, if we are not happy with your skills and performance, we may deny confirmation or extend your probation period.
- **Compensation:** During your training period, you will receive a monthly stipend of INR 22,000 (Twenty Two Thousand Rupees Only). On completion of your training, your monthly salary will be **INR 44,000 (Forty Four Thousand Rupees Only)**. Please refer Annexure 1 for salary break-up.
- **Performance Appraisal:** Your performance will be evaluated every six months from the beginning of your probation period. Based on your performance, your salary will be revised, under normal circumstances.
- **Work Hours:** We normally work from Monday to Friday, from 8:30 AM to 5:30 PM with a one hour break for tea and lunch. However, you might be asked to work in different time shifts if your project demands it.
- **Vacation:** After completion of your training period, you will be eligible for 20 paid leaves a year, available on a pro rata basis. The company has a Holiday Calendar that runs from January 1st to December 31st, every year.
- **Notice Period:** You will have to serve a two-month notice period in QBurst, from the date of acceptance of your resignation.
- **Other Employee Benefits:**
 - **Provident Fund:** You are eligible to participate in the Voluntary Provident Fund scheme, set up in accordance with our company policy.
 - **Gratuity Scheme:** You are eligible for gratuity after five years of continuous service with QBurst and in accordance with the Payment of Gratuity Act, 1972.
 - **Medical Insurance:** QBurst offers a medical insurance coverage of upto INR 5,00,000 per annum for inpatient treatment as per policy terms and conditions. This scheme is applicable for self, spouse and two children. QBurst also provides insurance schemes for parents as per company laws.
 - **Life Insurance:** QBurst offers a life insurance coverage of INR 30,00,000 for all employees.
 - **Personal Accident Insurance:** We also provide a personal accident insurance coverage of INR 30,00,000.



If you choose to accept this offer, please send us soft copies of the following documents before your date of joining:

1. Documents that certify educational qualifications
2. Passport, PAN, and Aadhar Card
3. Your passport-size photograph

You will need to produce all original documents for verification upon request.

Joining Details:

Time : 9.30 AM
Office Address : QBurst Technologies Pvt Ltd, 901, 9th Floor, Lulu Cyber Tower, Infopark
P.O, Cochin - 682042

Your joining date will be intimated to you later through mail. A detailed appointment letter will be issued to you upon joining.

If we do not hear from you within two working days from the offer date, we will assume that you are not interested and will withdraw our offer.

If there is anything you are unclear about, disagree with or wish to discuss, please feel free to contact us in the same mail id.

Sincerely,

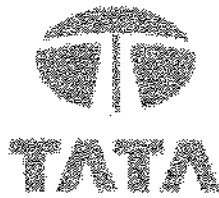
For QBurst Technologies Pvt. Ltd.,

Suresh Nair
Senior Vice President
QBurst

Annexure 1

(All figures in INR)

Name			Amal Abraham		
Designation			Engineer, QA		
Salary - Per Month			44,000		
Components					
	Per Month	Per Annum			
Basic	17,600	2,11,200			
House Rent Allowance	7,040	84,480			
Bonus / Ex gratia	700	8,400			
Conveyance Allowance	1,600	19,200			
Special Allowance	15,260	1,83,120			
PF Employer Contribution	1,800	21,600			
Total Compensation (A)	44,000	5,28,000			
Deductions (B)					
TDS as per Income Tax Act 1961*	-	-			
PF Employer Contribution	1,800	21,600			
PF Employee Contribution	2,112	25,344			
KLWF	20	240			
Net Pay (not considering TDS) (A-B)	40,068	4,80,816			
Other Benefits (C)					
Medical, Personal Accident & Life Insurance Premium		12,000			
Gratuity**		10,154			
Cost To Company (A+C)		5,50,154			
*Please note that the net pay as mentioned above shall be subject to applicable Income Tax as per the existing laws.					
**Gratuity is payable to eligible employees on completion of 5 years of continued services as per Gratuity Act, 1972.					



CS

Offer: Computer Consultancy
Ref: TCSL/CT20223994302/Trivandrum
Date: 03/10/2022

Ms. Liya Mathew
House No. 3, River Road, Mathirapilly, Kothamangalam, Ernakulam 686666 Mathirapilly,
Mathirapilly,
Kothamangalam-686666,
Kerala.
Tel# 91-8113064702

Dear Liya Mathew,

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.

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

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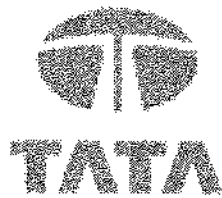
Tata Consultancy Services Limited

Visakhapatnam Building, 5th Floor, Indira Park, Kothamangalam, ERNAKULAM, Kerala PIN 686666 India

Tel: 0484 664 5000 Fax: 0484 664 0250 Website: www.tcs.com

Registered Office: NSIC Building, 5th Floor, Harbour View, Mathirapilly, Ernakulam

TCS Career Services: 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)

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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.

2172378 / ELTP-CAMPUS / 2023

15-Dec-2022

Subject: Letter of Intent

Dear Aleena,

This refers to the campus interview that you had attended.

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

- δ You being medically fit, having completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- δ You complete the set of learning courses mentioned in **Annexure-A** and clear Tech Mahindra certification test.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- δ You will be under **probation for a period of 3 (Three) months** from the date of joining.
- δ You will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- δ In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- δ At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- δ You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

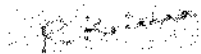


We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on Campusjoining@techmahindra.com

This Letter of Intent shall cease to be valid on **30-Jun-2023** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



Krishna Ramaswamy

Head - Resource Management Group

Annexure - A

Learning and Certification

Selects to learn the below Udemy courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

Category	Udemy Course Name	Course Duration (in Hrs)
Programming Foundations	Programming 101	4.5
Data Structures & Algorithms	Data Structures A-Z : Data Structures + Algorithms Bootcamp	7.5
Web Programming	Complete Web Design Course: HTML, CSS, Javascript and jQuery & Vue JS	27.5
Linux Fundamentals	Learn Linux in 5 Days and Level Up Your Career	13.5
Shell Scripting	Bash Shell Scripting: Crash Course For Beginners	5.5
SQL	SQL for Beginners: Learn SQL using MySQL and Database Design	8
Python basics	The Python Bible Everything You Need to Program in Python	9
Cloud Computing	A Practical Introduction to Cloud Computing	2.5
Agile & Scrum	Agile Fundamentals: Including Scrum and Kanban - 2022	4.5
Software Testing	Certified Tester ISTQB Foundation Level (CTFL) - Updated 2022	9.5
Communication	The Art of Communications ? Become a Master Communicator	4
Email Writing	Write Better Emails: Tactics for Smarter Team Communication	1.5
Business Etiquettes	Business Etiquette 101: Social Skills for Success	4.7

Annexure - B

Total Cost to Company (TCC) (Per Annum)	325000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	280985
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total.....(A)	312206
Additional Benefits....(B)	12794
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) -----(A) + (B)	325000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs .	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

2023 SEC

FEDERAL BANK

YOUR PERFECT BANKING PARTNER





SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Viswajyothi College of Engineering & Technology

Date : 23-02-2023

Dear Anju V,

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland



2023 564

Offer: Computer Consultancy

Ref: TCSL/CT20224000476/Trivandrum

Date: 03/10/2022

Ms. Janet Johnson
Kalambukattu House Vazhakulam Post,
Muvatupuzha,
Muvatupuzha-686670,
Kerala.
Tel# 91-8547633753

Dear Janet Johnson,

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 assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements 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/CT20224000476

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Visaya Building 6th Floor, Indraprastha, Kuzhupet P.O., Madurai 625 002, India
1st Floor, 604, 70000, Palayamkottai 625 002, India. Website: www.tcs.com
TCSL, Chennai, India. TCSL/CT20224000476



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)

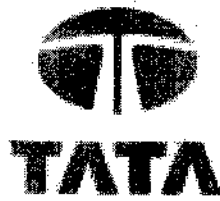
Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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.



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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TCSL/CT20224000476

TATA CONSULTANCY SERVICES

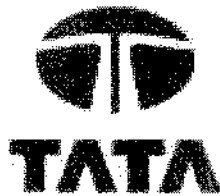
Tata Consultancy Services Limited

1st Floor, 100th Street, Hubli, Infopark, Kuvempu, KA, India-576102

Tel: +91 834 658 3300 Fax: +91 834 658 3300 Email: hr@tcs.com

Registered Office: National Building, 5th Floor, Narayan Point, Bangalore-560028

TCS is an Equal Opportunity Employer. All qualified candidates are encouraged to apply.



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

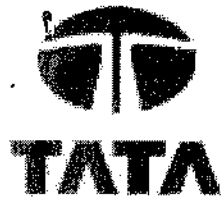
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed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

Loans

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

Professional Memberships

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



GROSS SALARY SHEET

Annexure 1

Name	Janet Johnson
Designation	Assistant System Engineer-Trainee
Institute Name	Vishwajyothi College Of Engineering And Technology, Vazhakulam

Table 1: Compensation Details (All Components in INR)

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



Offer: Computer Consultancy
Ref: TCSL/DT20223162640/Trivandrum
Date: 03/10/2022

Ms. Jyothika George
House No:4 , Thottathil (H)Gandhi Nagar Housing Colony,
Thodupuzha East Po,
Thodupuzha-685585,
Kerala.
Tel# -9495676025

Dear Jyothika George,

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 assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

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

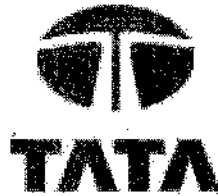
Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

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TCSL/DT20223162640

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Vigneshwara Building 4th Floor, Indrapark, Kumbhariya RD, Kharadi 400 052 India
Tel: 011-4 688 5000 Fax: 011-4 688 5252 Website: www.tcs.com
Registered Office: Akurdi Building, 5th Floor, Marolunji East, Mumbai 400 022
TCS is an Equal Opportunity Employer. For more information, please visit www.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.

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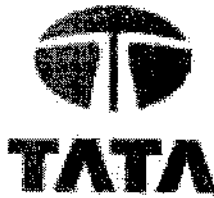
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You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail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

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PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

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OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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TCSL/DT20223162640

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Wing One Building 6th Floor Indrapark, Kharvespore PO, Kharvespore 400 012 India

Tel: 011 4120 5000 Fax: 011 4120 5255 Web: www.tcs.com

Registered Office: Marol Building, 9th Floor, Nariman Point, Mumbai 400 025

TCS Client Care Centre: 1800 200 7000 (Toll Free) Fax: 022 2656 8111



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

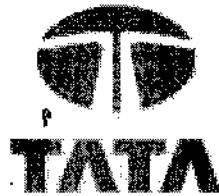
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed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

Loans

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

Professional Memberships

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



GROSS SALARY SHEET

Annexure 1

Name	Jyothika George
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
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TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		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.

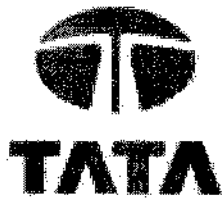
* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**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
GROSS BOUQUET OF BENEFITS	7,646	91,752



2023 SSC

3

Offer: Computer Consultancy
Ref: TCSL/DT20223150470/Trivandrum
Date: 05/10/2022

Ms. Sayana Fathima
Mannarayil,
Thodupuzha,
Thodupuzha-685608,
Kerala.
Tel# 91-9539662617

Dear Sayana Fathima,

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 assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements 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/DT20223150470

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Viswajaya Building 6th Floor, Infopark, Kumbalangi PO, Kochi 682 036 India

Tel: 011 41 01 8000 Fax: 011 41 01 5252 Website: www.tcs.com

Registered Office: Jyoti Building, 25th Floor, Marlinan Road, Mumbai 400 027

TCS e-mail: careers@tcs.com TCS Helpline: 1800 201 2111 E-mail: hr@tcs.com

1



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)

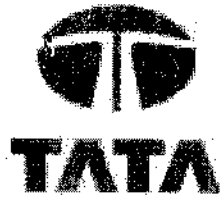
Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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.



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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TCSL/DT20223150470

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Wing: Building 6th Floor, Infopark, Kollamangal PO, Kollam 682 833 India

Tel: 0484 664 6000 Fax: 0484 664 1255 Website: www.tcs.com

Registered Office: Narval Building, 5th Floor, Marine Drive, Mumbai 400 021

TCS is an Equal Opportunity Employer. TCSL 2022 3150470



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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TCSL/DT20223150470

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Shreeya Building 8th Floor, Infopark, Kuvempur PO, Kuvempur-560 082 India

Infopark 8th Floor, Kuvempur PO, Kuvempur-560 082 India

Registered Office: Maratha Building, 7th Floor, Nariman Point, Mumbai-400 021

TCS Limited, Registered Office: 15th Floor, 2001 7th Floor, Nariman Point, Mumbai-400 021



GROSS SALARY SHEET

Annexure 1

Name	Sayana Fathima
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

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

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House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

2023 Sec

21st October 2022

Offer Letter

Philip Biju
Thyparambil (H)
Thiruvaniyoor P O,
Thiruvaniyoor

Dear Philip,

Further to the selection process you had with us, we are pleased to offer you an exciting career with Experion Technologies (India) Pvt. Ltd.

Your formal training period of three months, **Initial Learning Program (ILP)** will start as soon as you complete your current course examinations, and you will be eligible for a **stipend of INR 15,000 per month** during the period. You will have a series of training sessions to undergo during your formal training period which will help you to perform during this period.

Successful completion of the **Initial Learning Program** and submission of **Provisional Certificate of your Graduation** from your Institution/University are the prerequisites to avail **Formal Employment Offer** from Experion.

The general terms and conditions of the **Employment Offer** are as follows:

1. On successful completion of the Initial Learning Program, you shall be appointed on probation for a period of 6 (six) months as '**Associate Software Engineer**' at grade A1.
2. Your remuneration on joining Experion shall be **INR 4,00,000/-** (Rupees Four Lakhs) only per annum cost to the company.
3. Your job location shall be either at our **Thiruvananthapuram (Technopark)** or **Kochi (Infopark)** office based on our project requirements at the time of joining the Company.

Experion Technologies (India) Private Limited

Regd. Office: 407, 4th Floor, Thejaswini Building, Technopark Campus, Trivandrum 695581, Kerala, India ☎ info@experionglobal.com 🌐 www.experionglobal.com

Offices in India: **Cochin**, Infopark SEZ. **Trivandrum**, Technopark. **Bangalore**, Brigade Road.
CIN No: U72200KL2006PTC019336

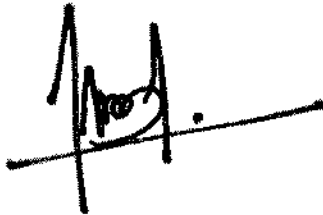
**Digitally
Driven**

You have the option of upgrading to the Elite stream by taking one more round of Programming Test. This selection procedure is optional for you. If chosen, you will be promoted to the Elite batch, with an annual salary of **INR 6,00,000/-** (Rupees Six Lakhs) only per annum cost to the company. If not, you will be part of the Regular stream under the job terms and conditions outlined in the current Offer Letter.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same (soft copy) to us.

We welcome you to build an exciting career with Experion!

For **Experion Technologies (I) Pvt. Ltd.,**



Jijo Joseph
AGM – Human Resources

I, Philip Biju, acknowledge that I have read, understood, and accept this Offer and other terms and conditions of employment as outlined therein, and agree to send the certificate copies of the qualifying examinations once I receive it from the University.



Signature

24/10/2022

Date

Experion Technologies (India) Private Limited

Regd. Office: 407, 4th Floor, Thejaswini Building, Technopark Campus, Trivandrum 695581, Kerala, India ☎ info@experionglobal.com 🌐 www.experionglobal.com

Offices in India: Cochin, Infopark SEZ. Trivandrum, Technopark. Bangalore, Brigade Road.
CIN No: U72200KL2006PTC019336

**Digitally
Driven**

2023 E L

Jobin Jismi

OFFER LETTER

Dear Krishna S Biju,

Following our recent discussions, we are delighted to offer you the position of "System Engineer-Trainee" in our organization.

As a member of our team, we would ask for your commitment to deliver outstanding quality and results that exceed our expectations. In addition, we expect your personal accountability in all the products, actions, advice, and results that you provide as a representative of our organization. In return, we are committed to providing you with every opportunity to learn, grow, and stretch to the highest level of your ability and potential. We are confident that you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

- Title: System Engineer- Trainee
- Joining Date: 24/07/2023
- CTC - 2.58 LPA (Including Statutory Deductions)

Terms & Conditions

Please acknowledge the safe reception of this offer letter as well as please accept this offer in writing (email).

2022 SC



Provisional Offer Letter

Doc Ref. No.: QGFY24C0773

Date of Issue: 19-December-2022

Dear Ashly Joshy,

Congratulations! Each step taken towards realizing a dream is a crucial one. We are delighted you have chosen to join Quest Global and be an integral part of our journey towards solving the problems of today that stand in the way of tomorrow.

At Quest Global, we embrace the exponentially curious minds – the ones who see engineering and logic in everything. We seek and nurture people with the potential and passion to solve the world's hardest problems and then help them foster that potential with boundary-less opportunities to learn, grow, and succeed.

We are pleased to let you know that we intend to make you an offer of employment for the role of Trainee Engineer with Quest Global.

- **Total Cost to Company (TCTC): INR 3.00 LPA**
- **Year End Bonus: INR 25000 (On completion of one year from the date of joining)**
- **Location: Any of the Quest Global offices (as per business requirement)**
- **Working Hours: As per Location Norms**
- **Probation Period: 6 months from the date of joining**
- **Service Agreement / Bond: 2 years (An agreement between Quest Global and the Employee which provides that the Employee shall work for an agreed minimum period of time from the date of joining the company)**

You will be entitled to allowances and other benefits as per policies of Quest Global. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check
- No standing arrears on the date of joining

Quest Global Engineering Services Private Limited

CIN: U74900KA2014PTC076219

2nd Flr, Primrose-7B, EmbassyTech Village, Sarjapura Marathahalli Outer Ring Road, Devarabeesana Halli Bangalore 560103, Karnataka, India

Ph.: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

Reg. office: AEQUS Special Economic Zone, NO.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum 591245, Karnataka, India

www.quest-global.com

Ashly Joshy
Ashly



As per company's hiring process, we will conduct a detailed background verification check of all the information and documents submitted by you. For joining confirmation & BGC form, please write back to: university.relations@quest-global.com.

We eagerly look forward to welcome you at Quest Global.

PS: This job offer is contingent upon successful completion of training assigned to you prior to the joining date and successful completion of background verification conducted by Quest Global (at its sole discretion) subsequent to your joining.

For Quest Global

Jagadish Kadagatti
Manager - TAT

Candidate Signature: _____

**Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with Quest Global will be shared separately as a formal offer one month prior to your date of joining.*

Quest Global Engineering Services Private Limited
CIN: U74500KA2014PLC076219

2nd Flr, Primrose-7B, Embassy Tech Village, Sarjapura Murathahalli Outer Ring Road, Devalabeesana Halli Bangalore 560103, Karnataka, India
Ph: +91-80-67090000, Fax: +91-80-67095200, Email: info@quest-global.com

Reg. office: AEOUS Special Economic Zone, NO.837/A, Plot No 2 Hattaragi Village, Hukkeri Taluk, Belgaum 591245, Karnataka, India

www.quest-global.com



Annexure – I

Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) Monthly Gross Salary: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) Retirement Benefits: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) Bonus/Ex .Gratia	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(O) Total Variable Pay (TVP)	-	-
(P) Total Cost to Company (TCC)		3,00,000

Quest Global Engineering Services Private Limited

CIN: U74900KA2014PTC076219

2nd Flr, Primrose-7B, Embassy Tech Village, Sarjapura Marathahalli Outer Ring Road, Devarabeesana Halli Bangalore 560103, Karnataka, India

Ph.: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

Reg. office: AEQUS Special Economic Zone, NO.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum 591245, Karnataka, India

www.quest-global.com

Ashy Joshi
Ashy



A one-time year end bonus of **INR 25,000** shall be paid upon successful completion of one-year service with Quest Global.

Your monthly deduction from salary towards Medical Insurance premium would be **INR 625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per Quest Global Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of **INR 300,000**
- Group Personal Accident Insurance cover of **INR 2,000,000**
- Group Term Life Insurance cover of **INR 2,500,000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Dedation: All aspects of Quest Global policies provided in this document are intended to provide indicative details. For Policy details, please refer to Quest Global QMS on intranet. The ownership and right for implementation of these policies rests with Quest Global alone. Quest Global reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Quest Global Engineering Services Private Limited
CIN: U74900KA2014PTC076219

2nd Flr, Primrose-2B, Embassy Tech Village, Sarjapura Marathahalli Outer Ring Road, Devarabeesana Isali Bangalore 560103, Karnataka, India
Ph: +91-80-67090000; Fax: +91-80-67093700; Email: info@quest-global.com
Reg. office: AEQUS Special Economic Zone, HO 437/A, Plot No 2 Hatteragi Village, Hukkeri Taluk, Bolgann 591245, Karnataka, India

www.quest-global.com

Ashly Jashy
Ashly

SL 2023

HUMAN RESOURCES DEPARTMENT

REF NO. : HRD:TAT:AO:0374:2023-24
DATE : 23-08-2023

MRS ANITHA MAVIN
D.O. MAVIN C
KARKANATTU(H)
KOLANI POST
THODUPUZHA
PUNAKULI AM
KERALA 688608



Ms. Anitha Mavin.

Appointment in the Bank as Probationary Officer in Scale I cadre

In continuation to the Offer Letter HRD:TAT:TRG:0555:2023-24 dated 14-08-2023, we are glad to offer you appointment in the Bank as Probationary Officer in Scale I cadre w.e.f 21-08-2023.

Your initial place of posting will be at the below mentioned office:

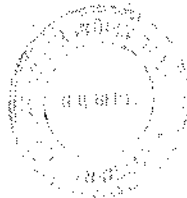
**THE SOUTH INDIAN BANK LTD.
BRANCH: THRISSUR NORTH(0376)
ROUND NORTH , ALKA BUILDING FIRST FLOOR, ROUND
NORTH, THRISSUR, KERALA-680001**

You are liable for transfer anywhere in India at the sole discretion of the Bank. Initially you will be on probation for a period of 2 (two) years. On successful completion of probation, you will be confirmed in the service of the Bank as Assistant Manager in Scale I cadre. In case the Bank finds your services unsatisfactory, it reserves the right to extend your probation/ terminate your service at its sole discretion. The probation period shall deemed to have been extended automatically, till a written Order specifically intimating the confirmation in the Service is issued by the Bank.

Details of remuneration, perquisites payable to you on probation and other terms and conditions of employment are enclosed herewith.

We hope this will be the beginning of a long and rewarding career with us.

Yours sincerely,



(Anto George T.)
Chief General Manager - HR & Operations

Encl: Remuneration, Perquisites and other Terms & Condition

The South Indian Bank Ltd., Regd. Office: Thiruvananthapuram
Head Office: S.I.B. House, T.B. Road, P.B. No. 25, Thiruvananthapuram - 695001, Kerala
(Tel) 0487-2420 020, Fax: 091 487-244 2021, e-mail: klacorporate@sb.co.in
CIN: I60398, ISIN: INE010101017, Toll Free (India) 1800-002-9408, 1800-435-3400 (Abroad)
www.southindianbank.com

REMUNERATION, PERQUISITES AND OTHER TERMS & CONDITIONS

Pay Scale (as per IBA)

36,000 - 1,490/7 - 46,430 - 1,740/2 - 49,910 - 1,990/7 - 63,840

Monthly Salary (as per IBA)

Basic Pay	: Rs.36,000/-
Special Allowance	: 16.40% of Basic Pay
Dearness Allowance (Quarterly varying)	: 44.24 % of BP + Special Allowance + Learning Allowance
Learning Allowance	: Rs.600/-

Monthly Allowance

Entertainment Expense	: Rs.300/-
Newspaper/ Periodicals	: Rs.400/-
Fixed Conveyance	: Rs.650/-
House Rent Allowance	: As per eligibility and norms of the Bank

Half - Yearly Allowance

Closing Allowance	: Rs.1,100/-
-------------------	--------------

Yearly Allowance

Medical Aid	: Rs.10,300/-
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Other Benefits

- In addition to the above, on confirmation you will also be eligible for all allowances & benefits applicable to Scale I cadre which are in existence or may be introduced in the Bank from time to time.
- You will be eligible for Performance Linked Incentive (PLI) as applicable to Scale I cadre.
- Will be eligible for Free Personal Accident Insurance benefits up to ₹35,00,000/- and Medical Insurance up to ₹4,00,000/- per annum.
- You will also be governed by the "Defined Contributory Pension Scheme" in terms of the Bipartite settlement and amendments thereon from time to time. The said Pension Scheme will be as per the provisions of the New Pension System under Pension Fund Regulatory and Development Authority. 10% of (B.P. + D.A. thereon) will be deducted monthly from the salary towards the Pension Fund. 14% of (B.P. + D.A. thereon) will be contributed by the Bank.
- You are eligible for Gratuity as per the provisions of The Payments of Gratuity Act after rendering five years of continuous service in the Bank.



The South Indian Bank Ltd., Head Office, Thiruvananthapuram, Kerala
 Head Office: S.I.B. House, 17, Reed, P.B. No. 28, Thiruvananthapuram - 695001, Kerala
 Tel: 0487-2412000, (Fax) 91 487-2442021, e-mail: sbcorporates@sbilb.com
 CIN: L52191KL1929PLC001017, Toll Free (India) 1800-102-9402, 1800-425-1009 (toll free)
www.southindianbank.com

REMUNERATION, PERQUISITES AND OTHER TERMS & CONDITIONS

Pay Scale (as per IBA)

36,000 - 1,490/7 - 46,430 - 1,740/2 - 49,910 - 1,990/7 - 63,840

Monthly Salary (as per IBA)

Basic Pay	:	Rs.36,000/-
Special Allowance	:	16.40% of Basic Pay
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Learning Allowance	:	Rs.600/-

Monthly Allowance

Entertainment Expense	:	Rs.300/-
Newspaper/ Periodicals	:	Rs.400/-
Fixed Conveyance	:	Rs.650/-
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Yearly Allowance

Medical Aid	:	Rs.10,300/-
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Other Benefits

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- You will be eligible for Performance Linked Incentive (PLI) as applicable to Scale I cadre.
- Will be eligible for Free Personal Accident Insurance benefits up to ₹55,00,000/- and Medical Insurance up to ₹4,00,000/- per annum.
- You will also be governed by the "Defined Contributory Pension Scheme" in terms of the Bipartite settlement and amendments thereon from time to time. The said Pension Scheme will be as per the provisions of the New Pension System under Pension Fund Regulatory and Development Authority. 10% of (B.P. + D.A. thereon) will be deducted monthly from the salary towards the Pension Fund. 14% of (B.P. + D.A. thereon) will be contributed by the Bank.
- You are eligible for Gratuity as per the provisions of The Payments of Gratuity Act after rendering five years of continuous service in the Bank.



The South Indian Bank Ltd., Regd. Office: Thiruvananthapuram

Head Office: S.I.B. House, T.A. Road, P.B. No. 78, Tripster - 680001, Kerala

(Tel) 0487-2420020, (Fax) 0487-2442021, e-mail: abc@corporate.sib.com

CIN: L65191KL1929PLC001017; Toll Free (India) 1800-102-9404, 1800-425-1009 (toll-free)

www.southindianbank.com

Employee Training & Development

- ✓ You will be trained on the job during probation period wherein you will be posted in three different branches in the first year (4 months each).
- ✓ As a part of continuous employee training and evaluation, you need to attempt 20 modules of the e-learning test conducted by Bank's Staff Training College during your probation. You are required to score a minimum of 60% marks in each module and an aggregate of 70% marks for all the 20 modules put together before getting confirmed in the service of the Bank. The marks scored in these tests will also be taken in to consideration for your confirmation. The detailed modalities of the e-learning test will be informed to you in due course.

Other Terms and Conditions

- a) You should be possessing the stipulated qualification/criteria for the selection process as cited below:

Age	✓ Not more than 23 years as on 30.11.2022 (i.e. born on or after 01.12.1999)
Minimum Educational Qualification	✓ B.E/ B.Tech (any stream). ✓ 60% marks in X/SSLC, XII/ HSC/Diploma(if graduation in engineering), and B.E/ B.Tech in first attempt (without any backlogs).

- b) Also be informed that original certificates and mark sheets which are yet to be received from the university has to be submitted on or before 30.09.2023 failing which your appointment is liable to be terminated.

- c) It shall be distinctly understood that this offer for appointment is subject to your passing with the stipulated qualification/ criteria cited above, submission of original documents/ credentials, medical fitness, police verification and satisfactory background verification. The original Educational Certificates will be returned to you normally on your completion of 3 years of active service in the Bank.

- d) You have to execute an agreement to the effect that you will serve the Bank for a minimum period of 3 (three) years active service from the date of your joining the bank. In case you leave the service of the Bank before the expiry of the said period, a sum of ₹1,50,000/- (Rupees One Lakh Fifty Thousand only) will have to be paid towards expenses incurred by the bank for recruitment, imparting training (both in house and external training including on the job training), compensation/ liquidated damages on account of loss of opportunity for the Bank from deriving anticipated benefits out of the recruitment process, etc.

- e) You shall not leave or discontinue your service in the Bank without first giving a Notice in writing of your intention to leave or discontinue the service or resign. The period of notice required shall be 3 months of continuous service without leave and the same shall be submitted to the Competent Authority.

- f) You shall comply with all the rules and regulations in force from time to time in the Bank as applicable to other employees of the Bank and shall carry out all the other lawful orders/ instructions/ directions of the Bank as are given to you in connection with the day-to-day discharge of your duties and other assignments assigned/ delegated by the Bank from time to time while in service of the Bank.

The South Indian Bank Ltd., Head Office, Thiruvananthapuram, Kerala.
Head Office: FIE House, 1B, Road, P.B. No. 28, Thiruvananthapuram - 680007, Kerala

☎ 0487-2420 020. (Fax) 91 487-244 2021, email: sibtcorporate@siib.co.in
☎ 1800-102-9472, 1800-425-1809 (BSPIC)
www.southindianbank.com

SC 2023

HUMAN RESOURCES DEPARTMENT

REF NO. : HRD:TAT:AO:0374:2023-24
DATE : 23-08-2023

MRS ANITHA MAVIN
C/O MAVIN C
KAKKANATTU(H)
KOLANI POST
THODUPUZHA
ERNAKULAM
KERALA 688608



Dear Ms. Anitha Mavin,

Appointment in the Bank as Probationary Officer in Scale I cadre

In continuation to the Offer Letter HRD:TAT:TRG:0555:2023-24 dated 14-08-2023, we are glad to offer you appointment in the Bank as Probationary Officer in Scale I cadre w.e.f 21-08-2023

Your initial place of posting will be at the below mentioned office:

THE SOUTH INDIAN BANK LTD.
BRANCH: THRISSUR NORTH(0376)
ROUND NORTH, ALKA BUILDING FIRST FLOOR, ROUND
NORTH, THRISSUR, KERALA-680001

You are liable for transfer anywhere in India at the sole discretion of the Bank. Initially you will be on probation for a period of 2 (two) years. On successful completion of probation, you will be confirmed in the service of the Bank as Assistant Manager in Scale I cadre. In case the Bank finds your services unsatisfactory, it reserves the right to extend your probation/ terminate your service at its sole discretion. The probation period shall deemed to have been extended automatically, till a written Order specifically intimating the confirmation in the Service is issued by the Bank

Details of remuneration, perquisites payable to you on probation and other terms and conditions of employment are enclosed herewith.

We hope this will be the beginning of a long and rewarding career with us.

Yours sincerely,



(Anto George T.)
Chief General Manager - HR & Operations

Encl: Remuneration, Perquisites and other Terms & Condition

The South Indian Bank Ltd., Rego. Office, Thiruvananthapuram, Kerala
Head Office: S.I.B. House, T.B. Road, P.B. No. 28, Thiruvananthapuram - 690001, Kerala
(Tel) 0487-2420 020, (Fax) 9) 487-244 2021, e-mail: sibco@pibnet.com
CITY OFFICE: 31KL 392901, COO 1012, Toll Free (India) 1800-102-8406, HRD 0425-1600 (MSNL)

www.southindianbank.com



2023 EC

Offer: Computer Consultancy
Ref: TCSL/CT20223999060/Trivandrum
Date: 05/10/2022

Mr. Benson John
Muttath House Vaidhyashalapati,
Near Sharon Church,
Muvattupuzha-682316,
Kerala.
Tel# 91-9946905513

Dear Benson John,

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/CT20223999060

TATA CONSULTANCY SERVICES

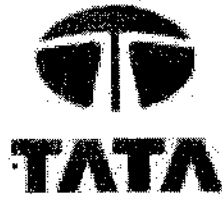
Tata Consultancy Services Limited

Wing 1A Building 6th Floor, Infopark, Kusunnapet PO, Kochi 682 030 India

Tel: (91) 80 664 8330 Fax: (91) 80 66 4 8253 Website: www.tcs.com

Headquarter Office: Marol Building, 9th Floor, Nariman Point, Mumbai 400 021

TCSL Company No. 267 of 2002 dated 2002.11.11. Director: Chandrasekhar V. Pillai



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)

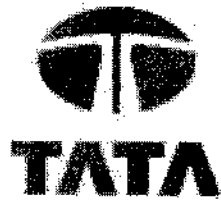
Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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.



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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TCSL/CT20223999060

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Mansarovar Building 6th Floor, Infopark, Maitamangli MIDC, Kocur, 682 102 India
Tel: 044-654 5000 Fax: 044-654 5255 Website: www.tcs.com
Registered Office: Marol Building, 5th Floor, Nariman Point, Mumbai 400 021
TCS Client Care: 1800 279 3311 Email: cs@tcs.com



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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TCSL/CT20223999060

TATA CONSULTANCY SERVICES

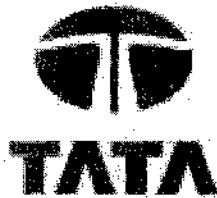
Tata Consultancy Services Limited

Mumbai Building, 6th Floor, Infopark, Kharvela Road, Kharvela, Mumbai 400 021 India

Tel: 022 664 5000 Fax: 022 664 5252 Web site: www.tcs.com

Registered Office: Mumbai Building, 6th Floor, Nariman Point, Mumbai 400 021

TCS Confidential Services India Pvt. Ltd. 2009 05 11. Email: hr@tcs.com



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

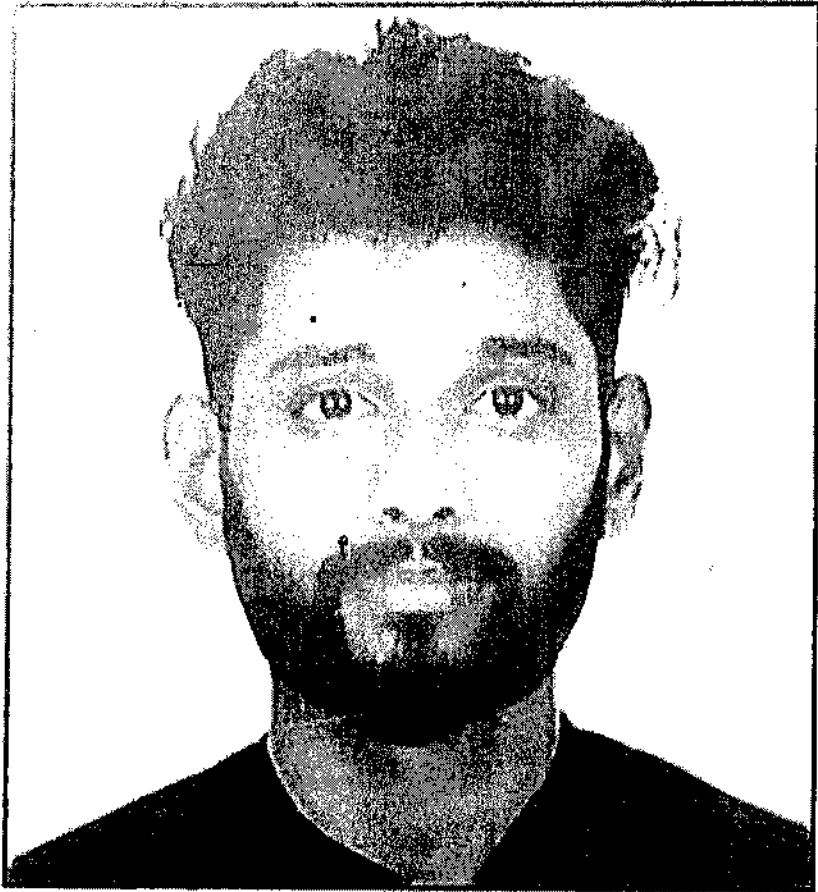
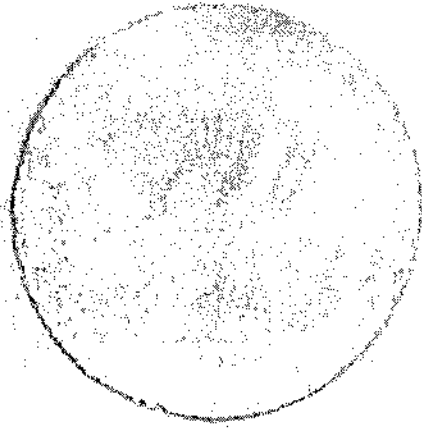
Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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

2022 IT



Alen Shajan

GPN# IN010178369



Building a better
working world

EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benningshalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 681 3000
Fax: +91 080 681 3334
ey.com

1/10

04 September, 2023

Mr Alen Shajan
Parankimall House, Kuthukuzhy PO,
Kothamangalam, Near Bosch Service Centre,
Muvattupuzha,
Kerala - 686691

Contact No: 6282777505
Email: alenshajanjunior@gmail.com

Dear Alen,

**Subject: Appointment in the position of
Associate Software Engineer**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in "EY Global Delivery Services India LLP" (the "Firm") subject to the following terms and conditions:

Please note that this offer letter and your employment with the Firm will only be effective upon your successful completion of the educational qualification set by the Firm for this role ("Educational Qualification"). The Educational Qualification shall be commensurate to or above of the program/course which you are enrolled into, currently with the university. You are required to meet the Educational Qualification and any other condition/s as may be prescribed during the campus placement program by the Firm on or before November 2023

In the event, you have failed to meet the aforesaid prerequisites and obtain the required Educational Qualification on or before November 2023 this offer letter or your employment with the Firm will be terminated with immediate effect, at the sole discretion of the Firm.

1. POSITION:

You will be appointed in the position of Associate Software Engineer in Consulting in the Firm. Your Rank will be 44. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time. As agreed, you shall join the services of the Firm at Trivandrum office.

2. DUTIES AND CODE OF CONDUCT:

- a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
- b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
- c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74699KA2016PTC093751) converted into EY Global Delivery Services India LLP - a limited liability partnership with LLP Identity No. AAL - 2 (A3) effective 30 November, 2017. Regd. Office: 3rd Floor, Tower 'C', RMZ Infinity, Old Madras Road, Benningshalli, K.R. Puram Bangalore - 560016, India

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working world

relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

3. WORKING HOURS:

Your standard working hours will be 45 hours a week. Your work week comprises of weekly off, which will be communicated to you by your reporting manager. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Firm may implement staggered work shifts, from time to time. In such an event, you shall abide by the change in the standard working hours as may be notified by the Firm to accommodate such staggered shifts.

4. DATE OF JOINING:

4. DATE OF JOINING:

As per our discussion your date of joining will be 03 October, 2023

Your Work location will be First Floor, Thejaswini Building, Technopark Campus, Trivandrum, Kerala - 695581.

You will be invited to attend a 2-day in-person orientation program at the aforesaid work location of your's, on your date of joining. Additional details pertaining to the orientation session shall be shared with you shortly.

5. PROBATION:

You shall be on probation for a period of six months from the date of joining the Firm. Your employment deemed confirmed, unless otherwise communicated to you in writing for reasons not limited to performance. During the six months probationary period for matters related to discipline or performance, the Firm the right to take action in accordance to the policy of the Firm. Please note that a confirmation letter/notification will not be issued to you upon completion of the six month probationary period.

6. ANNUAL FIXED COMPENSATION:

You shall be paid an annual fixed compensation of INR 3,80,000/- per annum. The annual fixed compensation will be subject to applicable taxes as per the provisions of the Income Tax Act, 1961, and will be paid to you after deduction of income tax and other applicable taxes at source. The annual fixed compensation will be paid to you monthly in arrears. It is a condition of your service that you shall abide by the Firm's policy maintaining the strictest confidentiality of your compensation information and not disclose such information to any other person within the Firm.

7. TRANSFERABILITY:

Your initial place of posting will be Trivandrum. The Firm reserves the right to transfer you to any other location in India and/or to any other entity affiliated or associated with the Firm.

8. CONFIDENTIALITY:

- a. Compensation: You shall at all times keep the details of your compensation and employment benefits at the Firm strictly confidential, and shall not disclose such details to any other person within the Firm.

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- b. Use of Firm's name: You shall use the Firm name, logos, trademarks or other identifiers strictly in the manner permitted by the Firm's policies, or for the purposes of provision of Services delegated to you to the extent required. Upon termination of your employment with the Firm, you shall not use the Firm's name, logo, trademark or other identifier in any manner other than what is already a matter of public knowledge, provided however you will not be in breach of this clause if you make reference to the Firm's name solely to describe your former association with the Firm subject to the confidentiality obligations which the Firm might have undertaken in relation to any of its clients/customers/users, vendors or other Firm's.
- c. Information: You shall always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Firm which may be known to you or confided in you by the Firm its representatives, authorized personnel, vendors, sub-contractors, clients/customers/users etc. and by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Firm. For the purposes of this clause 'Confidential Information' means information about the Firm's business and that of its clients/customers/users, subcontractors, business partners or agents which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the Firm, its client/customer/user lists, employment policies, personnel, and information about the Firm's products, services, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, sales pitches, fees quotes, tender information, key personnel, customer contacts, thought leadership papers, and all papers, resumes, records and other documents containing such Confidential Information, whether such information was disclosed to or accessed by you prior to or after the date hereof. You shall at all times, whether during or after the termination of your employment, act with utmost fidelity and shall not disclose or divulge any such information to third parties or make use of such information for your own benefit or otherwise howsoever.
- d. At no time will you remove any Confidential information from the Firm's offices without the permission of your reporting manager and/or an authorized officer of the Firm save and except for the purposes of performing the duties assigned to you in your capacity as an employee of the Firm and for no other purpose or use. You will not reproduce, store in a retrieval system or transmit in any form or by any means - electronic, mechanical, photocopying, recording, scanning or otherwise - any copyrighted material or other confidential or proprietary material, which is the property of the Firm or of its clients/customers/users, for your own benefit or for the benefit of any third party, either during the term of your employment or thereafter.
- e. You acknowledge and agree that disclosure of any portion of the Confidential Information prohibited herein or any breach of the provisions herein may result in irreparable injury and damage to the Firm.

- a. The following annexures form an integral part of this agreement.
 - a) Annexure A - List of documents to be submitted
 - b) Annexure B - Illustrative compensation break-up
- b. Previous employment: You represent and warrant to the Firm that you are under no contractual, fiduciary, professional or other obligation or commitment that prevents you from entering into this contract of employment, or is otherwise inconsistent with your obligations under this contract of employment. If you were previously employed with another organisation, you represent and warrant to us that you have returned all property and confidential information belonging to any prior employer/organization and do not have any outstanding issues/unfulfilled employment obligation pending with your previous employer/organization having legal ramifications/consequences for you or for the Firm.
- c. Additional Documents: In addition you may also be required to execute additional documents, declarations and/or deeds as (i) per the Firm's policy as may apply to your/your nature of services as well as (ii) per any requirement of law of the jurisdiction where you might be required to work as a part of your employment with us, depending upon your job requirements and/or (iii) per the requirement of any professional, industry or other regulatory body and/or (iv) to meet any specific client/customer/user request and/or (v) per the Firm's exclusive discretion.
- d. Supersedes previous contract of employment: This contract of employment supersedes and replaces any existing agreement between the Firm and you relating generally to the same subject matter. It may not be modified or terminated, in whole or part, except in writing signed by an authorized representative of the Firm. This contract of employment shall include all written deeds, documents, declarations, bonds and undertakings signed by you pursuant to and arising out of this document. Discharge of your undertakings in this contract of employment shall be an obligation of your executors, administrators, or other legal representatives or assigns.
- e. Severability: If any provision contained in this contract of employment is held to be invalid or unenforceable under applicable law, the remaining provisions of this contract of employment shall be construed as if such provision did not exist, and the unenforceability or invalidity of such provision shall not be held to render any other provision of this contract of employment unenforceable or invalid.
- f. Privity of Contract: The terms of this contract of employment may only be enforced by a party to this contract of employment.

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Building a better working world

- g. Governing law and dispute resolution: This contract of employment, including all matters relating to its validity, construction, performance and enforcement, shall be governed by and construed in accordance with Indian law. In case of any dispute in relation to this contract of employment the decision of the management of the Firm shall be final and binding.

Please acknowledge your acceptance of these terms and conditions of employment by signing the duplicate copy of this contract of employment and submitting the same to us for the Firm's records.

Thanking you.

Yours faithfully,
for EY Global Delivery Services India LLP

Signed By: Nishant Leekha
Reason: Offer Letter
Location: Gurugram
Date: 09/04/2023 20:31:25

Authorized Signatory

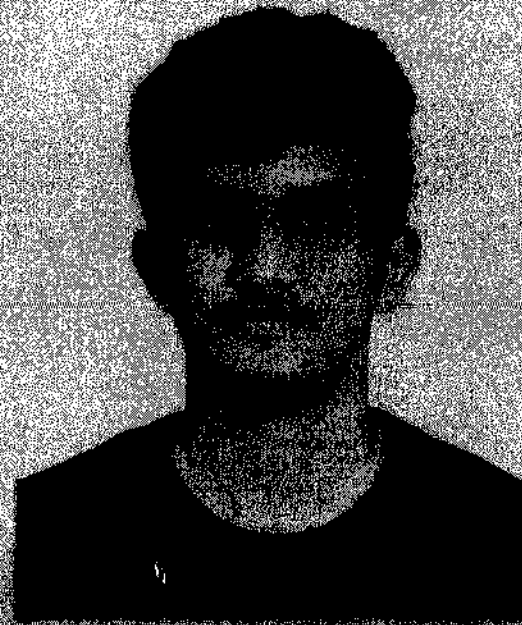
I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed: Date: 09/04/2023

Name: Alen Shajan

7/10

2023 IT



Akash S Kumar

Incture
TECHNOLOGIES

2023 17

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mindcurv

MCIN/PO/OL/2023/03/03/01

Mindcurv Technology
Solutions Pvt Ltd
604 T-1 World Trade Centre,
Infopark

3rd March 2023

SFZ Phase - J, Kakkanad,
Kochi, Kerala, India.
Pin - 682042
Tel: +91 (0)484 2100164,
CIN: U72200KL2012PTC030197

Allen Benny
Thannickal House,
Vengalloor P O Thodupuzha,
Pin: 685608

Dear Allen,

Sub: Offer of employment

Further to the interviews and discussions we've had with you so far, we are pleased to extend you an offer for the fulltime position of **Associate Engineer** with Mindcurv Technology Solutions Private Limited (hereafter referred as 'Company') at our Kochi office. The terms and conditions of this offer are mentioned in the annexures to this letter.

Your expected date of joining shall be **17th July 2023 ("DOJ")** and the total cost to company offered in this regard will be **Rs. 4,00,000/- (Rupees Four Lakhs only)** per annum. Any extension in the joining date will be through a written notification from the Company.

Request you to review the terms and conditions of the offer and let us know your acceptance in the space provided below within 3 working days from the date of issue of this letter, post which the offer stands withdrawn.

We look forward to your contribution to the growth of Mindcurv & sincerely hope you will be able to realize your aspirations here.

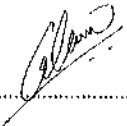
Sincerely,

Arshad Liaquat,
Managing Director

I hereby accept the offer extended by Mindcurv in accordance to the terms and conditions mentioned in the Annexures to this letter;

Name: ALLEN BENNY

Date: 04/03/2023

Signature: 

Annexure I

1. Work timings

- 1.1. The standard office work timings are 9.00 AM to 6.00 PM IST, every Monday to Friday, except on public holidays- which shall be communicated at the beginning of the year. However, these timings may vary for you or you may be required to work in shifts or for extended hours depending upon your project requirements or as otherwise explicitly stated to you by the management.

2. Office location

- 2.1. Your work location will be Mindcurv office, #604, T-1, World Trade Centre Kochi, Infopark, Kakkanad, Kochi. However, the Company may send you on deputation or transfer your services to any of its departments, affiliates, associates or group companies which may be of interest to the Company, whether existing or which may be set up in future, in any other location in India or abroad. Consequent to such transfers, you will be governed by the policies, benefits, terms and conditions as applicable to you at the time.

3. Probation

- 3.1. Once joined, you shall be on probation for a period of 12 (twelve) months from DOJ ("Probation Period"). Your performance will be reviewed during the Probation Period. In case your performance during Probation Period is found unsatisfactory, the Company may either extend the Probation Period or terminate the employment contract which shall be conveyed through a written notification to you.

4. Training

- 4.1. You shall be required to undergo specific courses/training programs that would be arranged by the Company within the framework of your role and professional qualifications. Your initial training shall be for a period of 6 (six) months from DOJ ("Training Period"). The Training Period may be extended at the discretion of the Company depending on your performance or need for training, in the sole opinion of the Company.
- 4.2. You understand that the training provided to you during the Training Period would involve substantial effort and costs to be incurred by the Company, both direct and indirect relating to fees payable for the training course, your salary while undergoing training and such other incidental and ancillary expenses in connection therewith ("Training Expense") which will completely be borne by the Company.
- 4.3. You agree, undertake and acknowledge that if you leave/resign/abandon (voluntary separation) the services from/of the Company or violates the terms of this Agreement, you shall reimburse the Training Expense to the Company. The Company shall be entitled to fully/partially adjust and recover the Training Expense against any pending salary, termination benefits or other amounts payable by the Company to you ("Company Dues").
 - 4.3.1. In the event of your voluntary separation from the Company prior to the completion of your Probation Period, you agree that the Company may deduct the Training Expense, i.e. an amount of INR 75000/- (Rupees Seventy Five Thousand Only) from the Company Dues as reimbursement of the Training Expense.
 - 4.3.2. In the event if your voluntary separation from the Company after Probation Period, but prior to the completion of 24 months from DOJ, you agree that the Company may deduct 50% of the Training Expense, i.e. an amount of INR 37500/- (Rupees Thirty-Seven Thousand Five Hundred Only) from the Company Dues as reimbursement of the Training Expense.

5. Leaves

- 5.1. You will be eligible for up to 6 days of leave during your Training Period and up to 30 days of leaves in a year during Probation Period, which shall be credited on a pro-rata basis post your Training Period, in accordance with the leave policy of the Company. The Company reserves the right to alter the leave policy at any point of time.

6. Compensation

- 6.1. Your gross annual cost to company shall be **Rs. 4,00,000/- (Rupees Four Lakhs only)**. An illustrative breakup of this is depicted in Annexure II of this letter.

- 6.2. You shall be solely responsible for paying any taxes, direct or indirect, state or local, whether payable in India or elsewhere, which may arise out of the remuneration. The Company is entitled to deduct from your remuneration, income tax, other taxes and levies which it is liable to deduct at source as per applicable laws/rules.
- 6.3. Periodically the Company may modify any remuneration, benefit, facility or perquisite that has been extended to you.
- 6.4. All information regarding your remuneration and terms of employment are strictly confidential. We urge you to respect this value and not disclose the same to anyone.

7. Benefits

- 7.1. As a full-time employee, you will be eligible for various benefits offered to other members at Mindcurv in accordance with the terms of Company's policies and benefit plans. Some of these benefits will include but are not limited to paid annual leaves, provident fund, gratuity, health insurance for self and family, access to vehicle parking and flexible means of working. However, these benefits are subject to change at the Company's sole discretion

8. Confidentiality and non-disclosure:

- 8.1. During the course of your employment with Mindcurv Technology Solutions Private Limited, you will have access to important information, data and trade secrets and has and/or will become familiar with Mindcurv's "Proprietary Information", and technicalities of agreements and contracts, financial, business and marketing models and plans & also may possess the work product generated by you while performing the services during the term of your employment, including all electronic data, papers worksheets, logs, records reports, documents, training material and other materials developed or prepared by you and/ or any other member of the Company, shall be the sole and exclusive property of the Company.
- 8.2. Furthermore, you will have access to important information, data and trade secrets of customers and/ or partners (the terms 'customers' and 'partners' are interchangeably used hereafter) of the Company that is of confidential, private or classified nature that is protected by law or contract and that has been handed to the Company for the purpose of provision of services to those customers (Customer's Confidential Information). You will provide Customer's Confidential Information the same level of care, protection and confidentiality as you do with Proprietary Information of the Company. Where Customer's Confidential Information includes personal data in the meaning of data protection laws of the countries of origin of such data, you will adhere to rules and regulations for the protection of these data advised to you by the Company.
- 8.3. Without limiting the generality of the foregoing, the Company will own all intellectual property rights in any work, invention, and discovery, improvement or design, which you make or conceive;
 - 8.3.1. While employed by the Company with the business of the company or body corporate, or
 - 8.3.2. By using the resources, facilities or confidential information of the Company or its affiliates/associates/group companies.
- 8.4. For the purposes of this clause, intellectual property rights include, but are not limited to, rights in relation to or arising from patents, design registrations, trademarks and copyright.
- 8.5. You undertake to execute necessary documents and do all such acts at the request of the Company, that may be required to give effect to the following provision, as a consequence of your knowledge of the Company's intellectual property;
 - 8.5.1. You will not use this information / knowledge for your own benefit or for the benefit of any third parties or will not disclose to any third party in any manner, directly or indirectly, any Proprietary Information, Customer's Confidential Information, trade secrets or any other knowledge or information, except that which is public knowledge, of/or relating to the business of the Company or its customers at any time during or after your term of employment with the Company, without the prior written consent of persons authorised by the management of the Company.

8.6. On termination of your contract of your employment with the Company:

- 8.6.1. You agree to return to the Company any and all written information, documents, materials, disks, data storage devices, data files or other media containing computer programs or data and all other property and equipment which constitutes, contains or relates in any way to Proprietary Information, Customer's Confidential Information or trade secrets of the Company or its customers.
- 8.6.2. Any other written information, documents, materials, discs or other media containing computer programs or data and all other property and equipment of any kind relating in any way to the business of the Company or its customers, which are or may be under your possession, custody or control and which are or may be the property of the Company or its customer, whether confidential or not, including any and all copies thereof which may have been made by you.
- 8.6.3. You shall return to the Company such materials upon the termination of your employment or at the request of the company at any time during the term of your employment.

- 8.7. Restrictive Covenant: You acknowledge that your services rendered to the Company are of a special nature and character as **Associate Engineer**, which has a unique value to the Company, the loss of which cannot adequately be compensated by damages in an action at law. In view of (i) the unique value to the Company, the services provided by you, (ii) the Proprietary Information, and Project Management Information to be obtained by or disclosed to you by the Company, and as a material inducement to the Company to employ you, you agree to the provisions set forth in the Confidentiality and non-disclosure section of this letter.

9. Notice Period

- 9.1. The Company requires all members to serve notice for a period of 1 month in case of separation during the Probation Period. Upon completion of Probation Period and confirmation of your employment with the Company, the notice period for separation will be 3 months.
- 9.2. The option of offsetting, partly or fully, the notice period by way of payment ("**Notice Pay**") or by adjusting the annual leave at your credit is at the discretion of the management of the Company. Notice Pay for each month of waiver of Notice Period, if approved by the Company, shall mean the gross monthly salary including all allowances payable or such pro-rata amount depending on the number of days of waiver of notice period approved.

10. Retirement

- 10.1. You shall retire on the attainment of 60 years of age unless specially required by the Company to continue in service beyond this age. Your employment shall stand terminated on the date of your retirement.

11. Other terms and conditions

- 11.1. You will not take up employment with competitors within 12 months from the date of cessation of relation with the Company.
- 11.2. During your employment with the Company, we expect you not to carry on any business of your own or engage yourself in any other business/ service.
- 11.3. You will abide by the Company's rules and regulations currently in force and as per any future amendments.
- 11.4. You shall keep the People Operations team informed of your latest postal address and intimate in writing in case of change of address. Any communication sent to you by the management on your last known address (as intimated by you) shall be deemed to have been duly served notwithstanding the fact that you have changed your address.
- 11.5. Your employment will be subject to a background check, which will be conducted by any agency, firm or establishment, whose services are contracted by the Company. If any information provided by you to the Company proves to be false or if you are found to have wilfully withheld any information, you may be discharged from the services of the Company, without any advance notice or compensation.
- 11.6. You undertake to indemnify the Company against any and all losses, damages, consequential damages, claims, or expenses incurred or suffered by Company as a result of your breach of this Agreement or any other amendments or any fraud, misconduct or negligence on your part in the course of your employment with the Company.

11.7. This letter and its annexures shall be governed and construed in accordance with the laws of India. It is agreed that any dispute of whatever nature between you and Management will be subject to exclusive jurisdiction of courts in Kochi, Kerala State whether they be civil courts, industrial tribunals or any other courts or authority of whatsoever nature.

Annexure II

Compensation structure

Name : **Allen Benny**
 Designation : **Associate Engineer**

Compensation components	Monthly* (Rs)	Annually (Rs)
Earnings (A)		
Basic pay	12,532.00	1,50,381.00
Dearness allowance	3,133.00	37,595.00
House rent allowance	6,266.00	75,190.00
Special allowance	3,133.00	37,595.00
Conveyance allowance	4,699.00	56,393.00
Education allowance	1,567.00	18,798.00
Gross salary to employee	31,330.00	3,75,952.00
Employee's contribution towards Retirals & Benefits (B)		
Provident fund (Employee share)	1,800.00	21,600.00
Parental insurance premium	1,310.00	15,720.00
Net salary to employee (A – B)	28,220.00	3,38,632.00
Provident fund (Employer share) (C)	2,004.00	24,048.00
Gross annual cost to company (A + C)	33,334.00	4,00,000.00

Note:

- In addition to the above, all members of Mindcurv & their family consisting of spouse and 3 dependent children, (up to 25 years), if any will be covered under the Company's health insurance benefit.
- Any statutory/ tax liability arising out of your compensation should be borne by you and it will be as per the rules prevailing in the state.
- The above compensation structure is subject to change without affecting emoluments adversely.

*Monthly figures are rounded off to the nearest whole number.

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- The above compensation structure is subject to change without affecting emoluments adversely.

*Monthly figures are rounded off to the nearest whole number.



Provisional Offer Letter

Doc Ref. No.: **QGFY24C0776**

Date of Issue: **19-December-2022**

Dear Amjithkumar P G,

Congratulations! Each step taken towards realizing a dream is a crucial one. We are delighted you have chosen to join Quest Global and be an integral part of our journey towards solving the problems of today that stand in the way of tomorrow.

At Quest Global, we embrace the exponentially curious minds – the ones who see engineering and logic in everything. We seek and nurture people with the potential and passion to solve the world's hardest problems and then help them foster that potential with boundary-less opportunities to learn, grow, and succeed.

We are pleased to let you know that we intend to make you an offer of employment for the role of Trainee Engineer with Quest Global.

- **Total Cost to Company (TCTC): INR 3.00 LPA**
- **Year End Bonus: INR 25000 (On completion of one year from the date of joining)**
- **Location:** Any of the Quest Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement / Bond: 2 years (An agreement between Quest Global and the Employee which provides that the Employee shall work for an agreed minimum period of time from the date of joining the company)**

You will be entitled to allowances and other benefits as per policies of Quest Global. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check
- No standing arrears on the date of joining

Quest Global Engineering Services Private Limited

CIN: U74900KA2014PTC076219

2nd Flr, Primrose-7B, EmbassyTech Village, Sarjapura Marathahalli Outer Ring Road, Devarabeesana Halli Bangalore 560103, Karnataka, India

Ph.: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

Reg. office: AEQUS Special Economic Zone, NO.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum 591245, Karnataka, India

www.quest-global.com



As per company's hiring process, we will conduct a detailed background verification check of all the information and documents submitted by you. For joining confirmation & BGC form, please write back to: university.relations@quest-global.com.

We eagerly look forward to welcome you at Quest Global.

PS: This job offer is contingent upon successful completion of training assigned to you prior to the joining date and successful completion of background verification conducted by Quest Global (at its sole discretion) subsequent to your joining.

For Quest Global

Jagadish Kadagatti
Manager - TAT

Candidate Signature: _____

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with Quest Global will be shared separately as a formal offer one month prior to your date of joining.**

Quest Global Engineering Services Private Limited

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Annexure – I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) Monthly Gross Salary: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) Retirement Benefits: (K = I+J)	2,522	30,264
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) Bonus/Ex .Gratia	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	25,000	3,00,000
(O) Total Variable Pay (TVP)	-	-
(P) Total Cost to Company (TCC)	-	3,00,000

Quest Global Engineering Services Private Limited

CIN: U74900KA2014PTC076219

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A one-time year end bonus of **INR 25,000** shall be paid upon successful completion of one-year service with Quest Global.

Your monthly deduction from salary towards Medical Insurance premium would be **INR 625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per Quest Global Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of **INR 300,000**
- Group Personal Accident Insurance cover of **INR 2,000,000**
- Group Term Life Insurance cover of **INR 2,500,000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of Quest Global policies provided in this document are intended to provide indicative details. For Policy details, please refer to Quest Global QMS on intranet. The ownership and right for implementation of these policies rests with Quest Global alone. Quest Global reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Quest Global Engineering Services Private Limited

CIN: U74900KA2014PTC076219

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www.quest-global.com

17 2023

HUMAN RESOURCES DEPARTMENT



REF NO. : HRD TAT TRG : 0761 : 2023-24
DATE : 04.10.2023

MS. ANJALY SAJI
D/O. MR. SAJIMON GEORGE
PALAPURATH HOUSE, KUTHUKUZHYP.O
KOTHAMANGALAM, ERNAKULAM
KERALA-696891

Dear Ms. Anjaly Saji,

Offer for Appointment in the Bank as Probationary Officer in Scale I cadre

In continuation to the Online Test, Group Discussion and Interview, we are glad to offer you appointment in the Bank as Probationary Officer in Scale I cadre.

You are advised to report at the below mentioned venue for the completion of on-boarding formalities and commencement of Induction Training on 16.10.2023:

Hotel Luciya Palace
Marar Road
Thrissur, Kerala-680001

Further, your initial place of posting will be:

THE SOUTH INDIAN BANK LTD.
BRANCH: KORAMANGALA, BANGALORE (0416)
SEVASADAN TRAINING INSTITUTE 3RD BLOCK, 8TH
MAIN ROAD KORMANGLA, BANGALORE, KARNATAKA-
560034

CONTACT: br0416@sib.co.in; 080-25535396

You are liable for transfer anywhere in India at the sole discretion of the Bank. Initially you will be on probation for a period of 2 (two) years. On successful completion of probation, you will be confirmed in the service of the Bank as Assistant Manager in Scale I cadre. In case the Bank finds your services unsatisfactory, it reserves the right to extend your probation/ terminate your service at its sole discretion. The probation period shall deemed to have been extended automatically, till a written Order specifically intimating the confirmation in the Service is issued by the Bank.

Details of remuneration, perquisites payable to you on probation and other terms and conditions of employment are attached herewith.

We hope this will be the beginning of a long and rewarding career with us.

Yours sincerely,

(Anto George T.)
Chief General Manager - HR & Operations

Encl: Remuneration, Perquisites and other Terms & Conditions

REMUNERATION, PERQUISITES AND OTHER TERMS & CONDITIONS

Pay Scale (as per IBA)

36,000 - 1,490/7 - 46,430 - 1,740/2 - 49,910 - 1,990/7 - 63,840

Monthly Salary (as per IBA)

Basic Pay	: Rs.36,000/-
Special Allowance	: 16.40% of Basic Pay
Dearness Allowance (Quarterly varying)	: 44.24 % of BP + Special Allowance + Learning Allowance
Learning Allowance	: Rs.600/-

Monthly Allowance

Entertainment Expense	: Rs.300/-
Newspaper/ Periodicals	: Rs.400/-
Fixed Conveyance	: Rs.650/-
House Rent Allowance	: As per eligibility and norms of the Bank

Half - Yearly Allowance

Closing Allowance	: Rs.1,100/-
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Yearly Allowance

Medical Aid	: Rs.10,300/-
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Other Benefits

- In addition to the above, on confirmation you will also be eligible for all allowances & benefits applicable to Scale I cadre which are in existence or may be introduced in the Bank from time to time.
- You will be eligible for Performance Linked Incentive (PLI) as applicable to Scale I cadre.
- You will also be governed by the "Defined Contributory Pension Scheme" in terms of the Bipartite settlement and amendments thereon from time to time. The said Pension Scheme will be as per the provisions of the New Pension System under Pension Fund Regulatory and Development Authority. 10% of (B.P. + D.A. thereon) will be deducted monthly from the salary towards the Pension Fund. 14% of (B.P. + D.A. thereon) will be contributed by the Bank.
- You are eligible for Gratuity as per the provisions of The Payments of Gratuity Act after rendering five years of continuous service in the Bank.



Employee Training & Development

- ✓ You will be trained on the job during probation period wherein you will be posted in three different branches in the first year (4 months each).
- ✓ As a part of continuous employee training and evaluation, you need to attempt 20 modules of the e-learning test conducted by Bank's Staff Training College during your probation. You are required to score a minimum of 60% marks in each module and an aggregate of 70% marks for all the 20 modules put together before getting confirmed in the service of the Bank. The marks scored in these tests will also be taken in to consideration for your confirmation. The detailed modalities of the e-learning test will be informed to you in due course.

Other Terms and Conditions

- a) You should be possessing the stipulated qualification/criteria for the selection process as cited below:

Age	<ul style="list-style-type: none"> ✓ Not more than 23 years as on 30.11.2022 (i.e. born on or after 01.12.1999)
Minimum Educational Qualification	<ul style="list-style-type: none"> ✓ B.E/ B.Tech (any stream). ✓ 60% marks in X/SSLC, XII/ HSC/Diploma (if graduation in engineering), and B.E/ B.Tech in first attempt. All semesters of B.E/ B.Tech should be cleared in first attempt without any history of arrears/backlogs.

- b) Also be informed that original certificates and mark sheets which are yet to be received from the university has to be submitted on or before **30.11.2023** failing which your appointment is liable to be terminated.
- c) It shall be distinctly understood that this offer for appointment is subject to your passing with the stipulated qualification/ criteria cited above, submission of original documents/ credentials, medical fitness, police verification and satisfactory background verification. The original Educational Certificates will be returned to you normally on your completion of 3 years of active service in the Bank.
- d) You have to execute an agreement to the effect that you will serve the Bank for a minimum period of 3 (three) years active service from the date of your joining the bank. In case you leave the service of the Bank before the expiry of the said period, a sum of ₹1,50,000/- (Rupees One Lakh Fifty Thousand only) will have to be paid towards expenses incurred by the bank for recruitment, imparting training (both in house and external training including on the job training), compensation/ liquidated damages on account of loss of opportunity for the Bank from deriving anticipated benefits out of the recruitment process, etc.
- e) You shall not leave or discontinue your service in the Bank without first giving a Notice in writing of your intention to leave or discontinue the service or resign. The period of notice required shall be 3 months of continuous service without leave and the same shall be submitted to the Competent Authority.
- f) You shall comply with all the rules and regulations in force from time to time in the Bank as applicable to other employees of the Bank and shall carry out all the other lawful orders/ instructions/ directions of the Bank as are given to you in connection with the day-to-day discharge of your duties and other assignments assigned/ delegated by the Bank from time to time, while in service of the Bank.

- g) You must obtain NOC from the HR Department prior to the following:
- ✓ To avail any type of credit facilities from outside the Bank.
 - ✓ To open Savings/ Current Account outside the Bank.
 - ✓ To Travel Abroad for purposes other than that assigned by the Bank.
- h) You will be required to furnish the Assets and Liabilities Statement Annually on 31st of March and also as and when demanded by the Bank.
- i) All non-public/ price sensitive information obtained/ accessed/ reviewed during your service should be kept as confidential and should not be released/ disclosed either during your service or following cessation (by whatever means) to third parties without prior clearance from the Bank.
- j) The Bank shall be entitled to terminate your service without notice, indemnities and compensation in any of the following events:
- ✓ If you are in the opinion of the Bank, guilty of dishonesty, misconduct or negligence in the performance of your duties.
 - ✓ If you have been found to have committed a serious breach or continual material breach of any of your duties or obligations; made any illegal monetary benefits in cash or in kind out of any of the Bank's affairs.
- k) All information pertaining to your remuneration is to be kept as confidential and should not be disclosed for any reason, other than as required for appropriate financial reporting purposes.
- l) Bank at its discretion will carry out the background checks as per the policy of the bank.
- m) It shall be distinctly understood that your appointment is subject to your medical fitness and satisfactory background verification. If it is later found that, you have made concealment of facts/ reported false details in the Personal Statement form/ any other document/ certificate, you will be liable for termination from service without further notice. The medical reports/ fitness certificates submitted by you are liable to be re-examined or scrutinised by the Bank's Doctor at Bank's discretion and your appointment in the Bank is subject to your medical fitness for employment in the Bank as assessed by the Bank's Doctor. You will be required to undergo medical examination by the Doctor of Bank's choice, in case the doctor insists for a detailed medical examination, after analysing the medical reports submitted by you. Also please note that if any information already submitted by you is found to be false or untrue or if any material information is suppressed, your service is liable to be terminated.

I hereby accept the terms and conditions of offer for appointment.

Signature



Place

KOTHAMANGALAM

Date

04/10/2023

2023 MS

FEDERAL BANK
YOUR PERFECT BANKING PARTNER



2023 ME



SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: Viswajyothi College of Engineering & Technology

Date : 23-02-2023

Dear Basil Boban,

Congratulations!!!

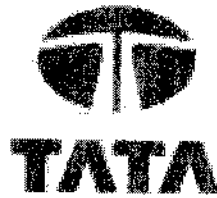
With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland



2023 HE

Offer: Computer Consultancy
Ref: TCSL/DT20223147626/Trivandrum
Date: 05/10/2022

Mr. Akshay Krishna U
Vadakkemkarayil (H)Pindimana,
Kavumpady,
Kothamangalam-686692,
Kerala.
Tel# 91-9947702049

Dear Akshay Krishna U,

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 assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

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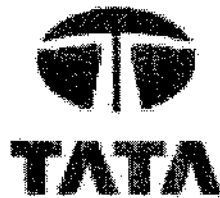
Tata Consultancy Services Limited

Maratha Building 8th Floor, Infopark, Kuzhussery P.O., Kochi-682 030 India.

Tel: 0484-234-5000 Fax: 0484-234-5275 Website: www.tcs.com

Registered Office: Maratha Building, 8th Floor, Marathan P.O., Marathol 682 021

TCS is an Equal Opportunity Employer. TCSL/DT20223147626/Trivandrum



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)

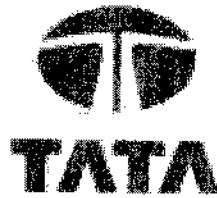
Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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.



2023 HE

Offer: Computer Consultancy
Ref: TCSL/DT20223147626/Trivandrum
Date: 05/10/2022

Mr. Akshay Krishna U
Vadakkemkarayil (H)Pindimana,
Kavumpady,
Kothamangalam-686692,
Kerala.
Tel# 91-9947702049

Dear Akshay Krishna U,

Sub: Letter of Offer

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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 assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements 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.

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TATA CONSULTANCY SERVICES

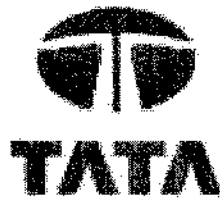
Tata Consultancy Services Limited

Wingraya Building 8th Floor, Infopark, Kuzhussery P.O., Kochi-682 030 India.

Tel: 0484-624-5000 Fax: 0484-624-5255 Website: www.tcs.com

Stephens Road Colaba Mumbai Building, 8th Floor, Nariman Point, Mumbai-400 029

TCS © Tata Consultancy Services Limited. TCSL/DT20223147626/Trivandrum



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

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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)

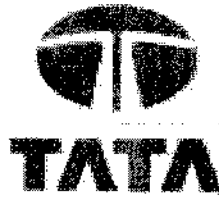
Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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.



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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TATA CONSULTANCY SERVICES

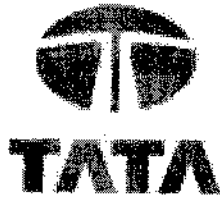
Tata Consultancy Services Limited

Viewara, 5th Floor, Infopark, Karamba-pet PO, Kozhikode-682 010 India

Tel: +91 964 500 6400 Fax: +91 964 500 6400 Website: www.tcs.com

Registered Office: National Building, 9th Floor, Nariman Point, Mumbai-400 025

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1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



GROSS SALARY SHEET

Annexure 1

Name	Akshay Krishna U
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

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



2023 H5

Offer: Computer Consultancy
Ref: TCSL/CT20223999046/Trivandrum
Date: 05/10/2022

Mr. Chrisal Thomas
Thekkemanamkottu House Anchelpetty Po Pampakuda Ernakulam Kerala Anchelpetty Po,
Anchelpetty,
Piravom-686667,
Kerala.
Tel# 91-9048349456

Dear Chrisal Thomas,

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 assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

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

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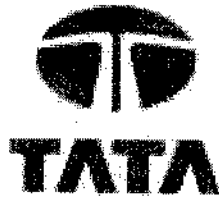
Tata Consultancy Services Limited

Viewray, Building 6th Floor, Infopark, Kuttanampuzha PO, Kozhikode 682 030 India

Tel: 0484 654 5000, Fax: 0484 654 5252, Website: www.tcs.com

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

TCS is an Equal Opportunity Employer. 15200 2000 30111 Freephone: 1800 438 888



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

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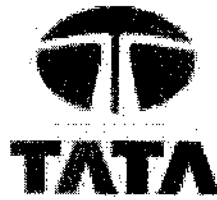
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OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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TCSL/CT20223999046

TATA CONSULTANCY SERVICES

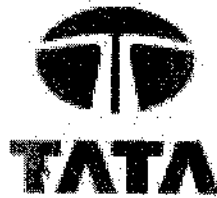
Tata Consultancy Services Limited

Victoria Building 6th Floor, Indrapark, Khar, Mumbai 400 052 India

Tel: 091 664 6600 Fax: 091 664 5253 Website: www.tcs.com

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

TCS Chennai, Karur, Kottaiam, Madurai, Tiruchirappalli, Tirunelveli, Tiruvarur, Tutukudi, Vellore



1. Basic Cover

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

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

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Loans

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Professional Memberships

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

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TCSL/CT2022399#046

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Members Building 8th Floor, Infopark, Kusunjeri PO, Kozhikode 682 030 India

Tel: 0944 654 5000 Fax: 0944 654 5250 Website: www.tcs.com

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

TCS Client's Relationship Centre: 1800 204 7311 Email: relatives@tcs.com



interested in this employment and this offer will be automatically withdrawn.

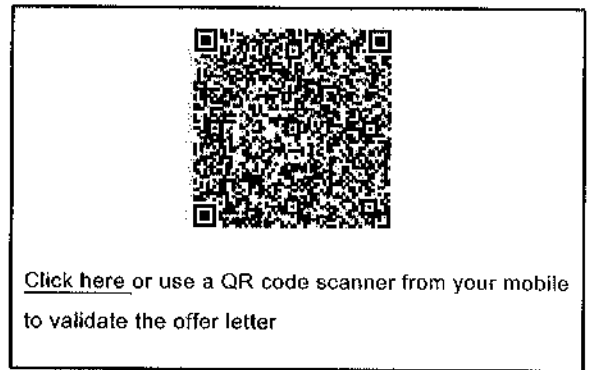
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

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	Chrisal Thomas
Designation	Assistant System Engineer-Trainee
Institute Name	Vishwajyothi College Of Engineering And Technology, Vazhakulam

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
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Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		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.

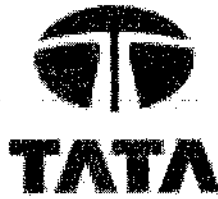
* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**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.

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Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



ME 2023

Offer: Computer Consultancy
Ref: TCSL/CT20224000403/Trivandrum
Date: 03/10/2022

Mr. Geo Francis
Arayakunnel House, Perumballoor Arakuzha Road,
Perumballoor Post,
Muvattupuzha-686673,
Kerala.
Tel# 91-9074312691

Dear Geo Francis,

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 assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

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TCSL/CT20224000403

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

1000, 10th Floor, Indrapark, Kalamassery PO, Kochi 682 015 India

Tel: +91 44 2423 4000 Fax: +91 44 2423 4001 Email: hr@tcs.com

1000, 10th Floor, Indrapark Building, 5th Floor, Maradu Road, Maradu PO, Kochi 682 015

TCS Client Care Center: Tel: +91 22 6111 1111 Email: clientcare@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)

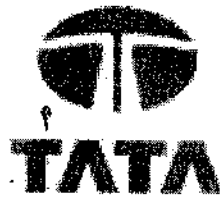
Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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.



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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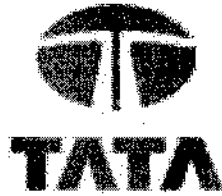
Tata Consultancy Services Limited

Marine Building 6th Floor, Infopark Business Park, K. J. Somaiya Road, Andheri West, Mumbai - 400 052, India

Tel: 022 6648 0000 Fax: 022 6648 0001 E-mail: hr@tcs.com

Registered Office: Marol Building, 2nd Floor, Marol Nagar, Marol Nagar, Mumbai - 400 029

TCS is an Equal Opportunity Employer. All qualified candidates are encouraged to apply.



1. Basic Cover

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

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

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Wingman's Building 6th Floor, Infopark, Kalamangla ITD, Kollam 692 020 India

☎ 0494 286 5101 Fax: 0494 661 5293 Website: www.tcs.com

Registered Office: Marolli Building, 9th Floor, Marolli Nagar, Mumbai 400 025

☎ 022 26592000/0001-1800 24x7 Toll Free: 1800 430 3333



interested in this employment and this offer will be automatically withdrawn.

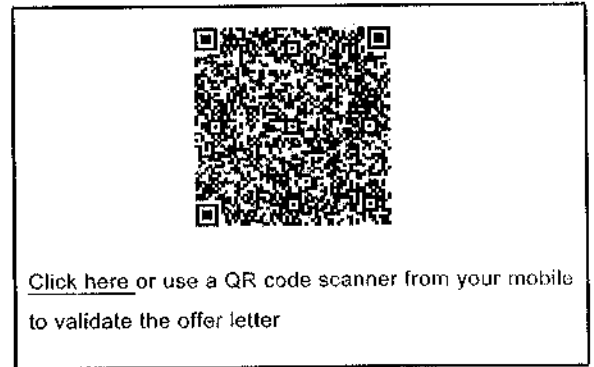
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

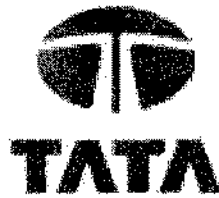
For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



Click [here](#) or use a QR code scanner from your mobile to validate the offer letter

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



GROSS SALARY SHEET

Annexure 1

Name	Geo Francis
Designation	Assistant System Engineer-Trainee
Institute Name	Vishwajyothi College Of Engineering And Technology, Vazhakulam

Table 1: Compensation Details (All Components in INR)

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