



Dr.T.THIMMAIAH INSTITUTE OF TECHNOLOGY

(Estd. 1986) Oorgaum, Kolar Gold Fields, Karnataka – 563120

(Affiliated to VTU, Belgaum, Approved by AICTE - New Delhi)

5.2.1 Average percentage of placement of outgoing students during the last five years

Any Additional Information

This document presents the sample offer letters pertaining to various department of **Dr.T.Thimmaiah Institute of Technology**, for the last five academic years. The sample offer letters year wise are given below

5.2.1 Index for Offer Letters

Year	Sample offer letters	Student Name	Page. No.
2017-18	ACCENTURE	1.Sunil PV 2.Sangeetha Sugumar	1-6 7-12
	Robert Bosh	1. Harshita R	13-17
	Cognizant Ltd	1. Rahesh Kumar	18-19
	Infosys, Bangalore	1. Janani G S	20-21
	FACE	1. Rahul kumar	22
	GLOBAL SHIKSHA	1. Kirthiga G	23-25


13/1/22

PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaum, K. G. F- 563120

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

10-Jul-2018

Sunil PV
C3215452
#510,3rd cross,4th main, HBR layout,bangalore560043

Dear Sunil,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Limited (hereinafter referred to as 'the Company' or 'Accenture') in our Accenture Operations Delivery Centers in India, **Bengaluru**. This letter will officially confirm your annual total earning potential and terms of your employment.

Role- Transaction Processing New Associate

Career Level- 13

Sublevel-3

Talent Segment- **Business Process Delivery**

Business Deal- **Non Contact Center**

Your annual total cash compensation will be **INR 217610** and will be structured as per the attached Annexure 1 Compensation Details. This will continue to be applicable until further communication on the same. Your annual total earning potential includes:

- Annual fixed compensation of INR 188000/-; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

- Variable Bonus :You will be eligible to participate in the FY18 (September 2017 to August 2018) Individual Performance Bonus (IPB) Programme. The IPB is linked to your performance achievement and Company's performance. The IPB payouts can range from **0%** to **15.75%** of the eligible earning in FY18. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said financial year. More details on the IPB programme will be communicated to you after joining. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the IPB programme guidelines.

On joining you may undergo a training program in our Accenture Operations Delivery Centers in India to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with Accenture are contingent upon you successfully completing the training program as per the satisfaction of Accenture. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

Alth-NI
TRAINING & PLACEMENT OFFICER
Dr. T. Thimmaiah Institute of Technology
Oorgaam, Kolar Gold Fields - 563 122

21/7/2018
PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaam, K. G. F- 563122

Version 7.2 September 2017

Confidentiality Designation

Reference Id: ee7436c6-66b4-42bf-9912-95709eed9caf_2
Signed By: Ramesh Lakshmanan Krishnan

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

Your employment with Accenture will be governed by the attached Annexure 2 Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Accenture is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 Documentation.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Sunil, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call Ranjeeth.Kumar at 9008382231 should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Ramesh L Krishnan
Managing Director - Accenture Operations
Business Process Services Delivery Centers in India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

Date:

Candidate's signature _____

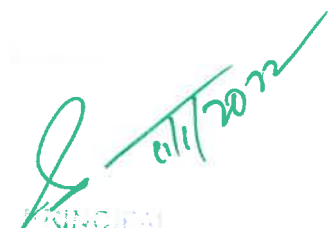
Version 7.2 September 2017

Reference Id: ee7436c6-66b4-42bf-9912-95709eed9caf_2

Abh. M

RAINING & PLACEMENT OFFICER
: T. Thimmalah Institute of Technology
Oorgaun, Kolar Gold Fields - 563 120

Principal
T. Thimmalah Institute of Technology
Oorgaun, Kolar Gold Fields - 563 120



ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 188000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	15.75%
Annual Total earning potential (A+B)	Min.	Max.
	INR 188000	INR 217610

* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your annual total earning potential, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer Medical Insurance for self, spouse and 2 dependent children up to **INR 300,000 per annum** . Premium for this will be paid by the company.
You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and any additional child under a separate Insurance plan up to **INR 500,000 per annum** . The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined co pay. as under :
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage up to three times your annual fixed compensation
3. Life Insurance coverage equivalent to one time of annual fixed compensation with a minimum cover of **INR 5,00,000**
4. Gratuity as per The Payment of Gratuity Act, 1972

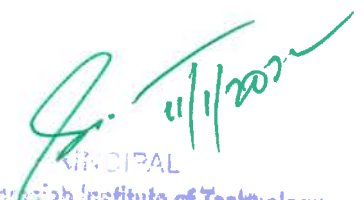
The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above mentioned benefits.

Reference Id: ce7436c6-66b4-42bf-9912-95709eef9caf_2


PRINCIPAL
Dr. T. Thirumalaiah Institute of Technology
Ooragam, K. G. F- 563120

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.


PRINCIPAL
Dr. T. Thiruvengadam Institute of Technology
Oorgaam, K. G. F- 563120

Version: T3_SupportLetter_2017

ANNEXURE 3

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Accenture, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-vis any current/previous employer and any other employment or contractor relationships.

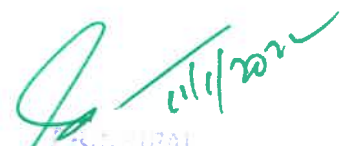
I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by Accenture or employment with Accenture, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

Date:


PRINCIPAL
Dr. T. P. Koushan Institute of Technology
Chennai, K. G. F. - 600120

ANNEXURE 4

REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration)
7. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number




PRINCIPAL
Dr. T. Thirumalaiah Institute of Technology
Oorgaum, K. G. F- 585 120

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

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Sangeetha, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call Ranjeeth.Kumar at 9008382231 should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Ramesh L Krishnan
Managing Director - Accenture Operations
Business Process Services Delivery Centers in India
ACKNOWLEDGED AND AGREED:

[Insert full legal name]
Date:

Candidate's signature _____

Version: 3.0 | 2020-08-04 | 0017

Reference Id: 3bf1f0c4-91fd-4aad-b83f-4967106d95ad_2

Ash-ril

TRAINING & PLACEMENT OFFICER
Dr. Y. Thyagarajah Institute of Technology
Oorgaun, Kolar Gold Fields - 563 120

11/1/2022
PRINCIPAL
Dr. Y. Thyagarajah Institute of Technology
Oorgaun, K. G. F- 563 120

ANNEXURE 1

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	Annual(INR)	
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*As defined by applicable law from time to time.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

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1. Effective your date of transfer Medical Insurance for self, spouse and 2 dependent children up to **INR 300,000 per annum** . Premium for this will be paid by the company.
You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and any additional child under a separate Insurance plan up to **INR 500,000 per annum** . The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined co pay, as under :
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage up to three times your annual fixed compensation
3. Life Insurance coverage equivalent to one time of annual fixed compensation with a minimum cover of **INR 5,00,000**
4. Gratuity as per The Payment of Gratuity Act, 1972

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above mentioned benefits.

Ath 7/11
TRAINING & PLACEMENT OFFICER
Dr. T. Thimmaiah Institute of Technology
Oorgaam, Kolar Gold Fields - 563 120

21/11/2022
PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaam, K. G. F- 563120

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

Atthi

TRAINING & PLACEMENT OFFICER
Dr. T. Thimmaiah Institute of Technology
Oorgaam, Kolar Gold Fields - 563 120

[Signature]
05/1/2022

PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaam, K. G. F-563120

ANNEXURE 3

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Accenture, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by Accenture or employment with Accenture, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

Date:

Dr. Th. 211
TRAINING & PLACEMENT OFFICER
Dr. T. Thimmaiah Institute of Technology
Oorgaum, Kolar Gold Fields - 563120

4/1/2022
PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaum, K. G. F- 563120

ANNEXURE 4

REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration)
7. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number.

Alth. N/
TRAINING & PLACEMENT OFFICER
Dr. T. Thimmalah Institute of Technology
Ooragum, Kolar Gold Fields - 563120

Principal
PRINCIPAL
Dr. T. Thimmalah Institute of Technology
Ooragum, K. G. F- 563120

*** Personal and Confidential ***

Ms. Harshitha R
#1441,
RaviLaxmi Nivas,
5th cross, Geetha road,
Robertsonpet, KGF.

Robert Bosch Engineering
and Business Solutions
Private Limited,
123 Industrial Layout,
Hosur Road, Koramangala,
Bangalore - 560 095, India.
Tel: +91 080 6657 5757
Fax: +91 080 6657 1400
CIN: U72400KA1997PTC02316.
www.bosch-india-software.com

Our reference: RBE/HRL/2018/1832

Date: 03.07.2018

Dear Harshitha R

This has reference to your application and the subsequent interview/s you had with us. We are pleased to appoint you as 'Associate Software Engineer' at RBEI at 'Level 50' as detailed below.

1. Training Period

You will be on training for a period of 2 months from the date of you joining the organization. The company may periodically evaluate your performance during the training period. If you fail to qualify as per the minimum prescribed performance standards, the company reserves the right to decide on the continuance of your employment.

2. Compensation

- Your annual CTC (Cost to Company) will be **Rs. 4,00,000/-** (Rupees Four Lakhs only) per annum. Your CTC will comprise of Basic Salary, Buffet of Benefits (BoB), Variable Pay (CPrP) and Retirals benefits. The salary will be governed by the prevailing employment policies of the company as in force from time to time.
- The Variable Pay (CPrP - Company Performance related Pay) planned for the year 2018 (payable in April-2019) - at factor EAV 1.0 of company performance is 10% of the Annual Earned Salary (Basic Salary + Buffet of Benefits) for associates at your level. However, the actual amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus.
- Please refer to **Annexure I** to know more details about your compensation package.

Your remuneration is strictly confidential between you and the Company. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

3. Retiral Benefits

- 3.1 Company's contribution towards Provident Fund at 12% of the basic salary per month
- 3.2 You will be eligible for Gratuity as per the Gratuity Act 1972 and the rules made there under.
- 3.3 You will also be eligible to subscribe under National Pension System (Optional) as per the policy

 BOSCH are Trademarks of Robert Bosch GmbH, Germany

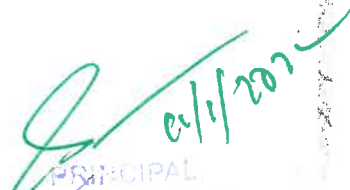


Harshitha R





TRAINING & PLACEMENT OFFICER
Dr. T. Thimmiah Institute of Techno
Oorgaam, Kolar, Gola, India


PRINCIPAL
Dr. T. Thimmiah Institute of Technology
Oorgaam, K. G. F- 560 000

4. Extended Benefits

During your employment tenure with us, you will be covered under company provided insurance:

4.1 Hospitalization Insurance - for self and family (for spouse and children up to the age 23 years).

4.2 Personal Accident Insurance - for self only

4.3 Life Insurance - for self only

The aforementioned perquisites are subject to alteration and amendment.

5. Salary Revision and Benefits

Salary shall be reviewed on an annual basis and you shall be notified of the amount of your salary entitlement for the succeeding year, depending on performance during the year.

6. Eligibility

This offer of employment is valid subject to you scoring a minimum of 70% aggregate with no current backlogs in Degree and 70% score consistently from SSLC onwards.

7. Retirement

You will retire from the services of the company on attaining the age of superannuation. The retirement age in Bosch is 60 years.

8. Leave Benefits

You will be entitled to 18 days of Earned Leave, 12 days of General Leave, subject to the terms and condition as per the prevailing leave policy.

9. Integrity

Each employee at Bosch is committed to ensure integrity in all aspects of their functioning. You are expected to comply with the policies as listed in the code of Business Conduct of the company as they form an integral part of the terms of your employment with Bosch. You are required to read and agree to the Rules & Regulations of Service and Conduct as listed in the Annexure III.

10. Conditions of Hire

10.1 The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with the company. Further, if you have any trade or business interest and have any existing connection or future connection with the Company as suppliers, dealers, agents or contractors thereof, you are obligated to disclose such connection to the Company at the time of joining, if there is a present connection and inform the management of the Company on becoming aware of any proposed transactions through such relations in the future.

10.2 If the Company sends you on training including research and development activities, to another country or a place in India with a view to benefit the Company in pursuance of its business objectives, which will be at an additional cost to the Company, you agree not to accept employment in a company in competition with RBEI and/or undertake a business that is in competition with RBEI. In the event you leave the Company within **One Year** after such training period, the Company will be entitled to recover the costs from you, incurred by the Company towards such training; you may be required to sign a bond to that effect.

Abh-N/

h.

Harshitha R

21/1/2022



10.3 You have to submit a copy of your current Degree certificate / Provisional certificate and all semester marks sheets / Consolidated mark sheet on your said date of joining.

11. Transferability

Initially you will be posted at our Bangalore/Coimbatore location, however you may be transferred to provide your services to any of our existing/ future establishments, sister concerns of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

12. Information

In accordance with the provisions of the Companies Act 1956, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. You are also required to disclose information regarding any posts held by you including any honorary position.

13. Termination

The notice period for termination of employment on either side will be Three months. When payment in lieu of notice is offered by the management or the employee, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances, etc.

Payment in lieu of notice shall be subject to acceptance of the same by the Company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services except upon issue of a letter to that effect.

14. Medical Fitness

This offer is provisional, subject to you being declared medically fit by our Medical Officer. On the day of joining you are required to furnish an eye fitness certificate as mentioned in the Annexure II appended to this letter.

15. Personal Information

This employment offer is made based on the information given by you in the RBEI application form submitted to us. In case company finds at any time, the information given by you is not correct, untrue or incomplete, the company shall have the right to dismiss you from your employment at any time without notice or salary in lieu of notice period.

16. Background Check and References

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your education and address.

H

Harukitho R

L

Ath.N
TRAINING & PLACEMENT OFFICER
Dr. T. Thimmaiah Institute of Technology
Coimbatore, Kolar Gold Fields - 563 120

J. Thimmaiah
Dr. T. Thimmaiah Institute of Technology
Coimbatore, K. G. F- 563120



17. Acceptance and Commencement

Your appointment will be confirmed upon receiving your acceptance to this offer letter. Your functional area, location and date of joining will be informed later.

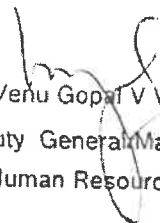
To confirm your acceptance, you are requested to communicate the acceptance of this offer within 7 days from the date of receiving this letter, to your placement officer.


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

Please note, you are not eligible for company sponsored accommodation, therefore, you are advised to identify your suitable accommodation facility in advance of your joining.

Please sign and return the copy of this letter as a token of your acceptance of above terms and conditions at the time of your joining.

Robert Bosch Engineering and Business Solutions Private Limited


Venu Gopal V V
Deputy General Manager
(Human Resources)


Dinesh Kumar
Deputy Manager
(Human Resources)

I agree and accept the above terms and conditions and confirm that I will join duty on _____

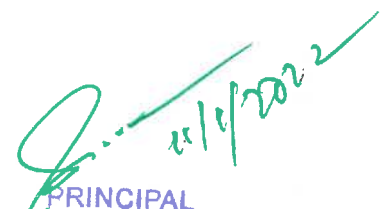
HARSHITHA. R
Name

Harshitha. R
Signature

14/07/18
Date



TRAINING & PLACEMENT OFFICER
Dr. T. Thirumalaiah Institute of Technology
Goragum, Kolar Gold Fields - 56


25/07/2022

PRINCIPAL
Dr. T. Thirumalaiah Institute of Technology
Goragum, K. G. F- 563120

Annexure I

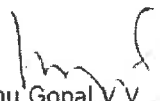
Personal and Confidential

03.07.2018

Compensation and Benefits Plan

Name: Ms.Harshitha R
Qualification: B.E/B.Tech
Designation: Associate Software Engineer
Level: 50

Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	10000	120000
Buffet of Benefits (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	18775	225300
Total	28775	345300
Retirals / Statutory Contribution		
Company Contribution towards PF (12% of Basic Salary)	1200	14400
Gratuity (4.81% of Basic Salary)**	481	5772
Total	1681	20172
Variable Pay		
Company Performance related Pay - CPrP at factor EAV 1.0 company achievement		34530
Total Cost to Company	30456	400000
National Pension System (NPS) Optional - Employer Contribution		9996


 Venu Gopal V
 Deputy General Manager
 (Human Resources)


 Dinesh Kumar
 Deputy Manager
 (Human Resources)

* The aforementioned perquisites are subject to alteration and amendment.

** Eligibility for Gratuity is as per Payment of Gratuity Act 1972

Harshitha R

19-Dec-2018

Dear Rakesh Kumar,
B.Tech/B.E., Computer Science & Engineering
Dr. T Thimmaiah Institute of Technology

Candidate ID – 12761058

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-**, as well as Cognizant's contribution of **Rs. 21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:


TRAINING & PLACEMENT OFFICER
Dr. T. Thimmaiah Institute of Technology
Oorgaum, Kolar Gold Fields - 562102


PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaum, K. G. F- 562120

Annexure A

Name: Rakesh Kumar

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
Annual Gross Compensation			297,000
Incentive Indication (per annum)**			20,000
Annual Total Compensation			317,000
Company's contribution towards benefits (Medical, Accident and Life Insurance)			16,000
Gratuity			5,005
Annual Total Remuneration			338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com->Total Rewards App> for more details

S. S. S.
10/1/2022

Infosys BPM Ltd

INFOSYS BPM LIMITED

(Formerly Known as Infosys BPO Limited)
Regd. Office: Plot Nos. 26/3, 26/4 and 26/6, Hosur Road
Electronics City, Bengaluru - 560 100, India
Tel : 91 80 2852 2405 Fax : 91 80 2852 2411
Corporate Identity Number : U72200KA2002PLC030310
Website : www.infosysbpm.com

JL 2 Entry level Letter of Intent



LETTER OF INTENT

To **JANANI G S**

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("Company"). Based upon our evaluation, we are pleased to inform you that you have been shortlisted to the next stage of our selection process (document verification) on the following terms and conditions:

- | | | |
|--------------------------|---|----------------------|
| a) Role | : | Process Executive |
| b) Role designation | : | Process Executive |
| c) Job level | : | 2B |
| d) Date of Joining | : | TBD |
| e) Location of Posting | : | Bangalore |
| f) CTC (During training) | : | Rs. 18,388 per month |

This letter does not constitute an employment offer or intent to make an employment offer at a future date. If you clear further rounds of our selection process as referred above, an offer letter will be sent to your email ID with all the details about your joining. However, there are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of such terms and conditions to a candidate.

1. A candidate has to be medically fit at the time of joining the Company. The candidate may be required to submit a medical certificate signed by a doctor certifying the same. Further, the Company reserves the right to conduct its own health checks.
2. Post selection an employee may be assigned to work at / be transferred to any of the Company's units / departments, affiliate entities or subsidiary companies.
3. Any inaccuracy of the testimonials and information provided by a candidate in his/her application form may lead to withdrawal of employment offer or termination of employment, as the case may be.
4. Infosys BPM provides transport facilities to its employees, if the employee resides within the areas as prescribed by the transport department of the Company. The areas have been defined keeping in mind the travel time and the security of our employees. Such transportation facilities are provided by way of a convenient blend of dedicated buses and cabs depending, on process timings. Prior to the date of joining, a candidate should ensure that his/her residence falls under the recommended boundary areas. Do note that complying by the transport policy is a mandatory organization requirement for employment. In case of noncompliance, Infosys BPM has the right to initiate any disciplinary action against such employee as it may deem fit. Based on location and timing of transport, employees may be required to pay for their transport.
5. Please note that the gross salary mentioned here is subject to change and that the final terms of employment along with details of salary structure will be intimated along with the offer letter.

For any further queries, please mail syed_mumtaz@infosys.com or call us on 080 - 41003252

As stated above, this letter is being issued for information purposes only

We request to countersign and return the duplicate copy of this Letter to place on record an acknowledgement of the receipt of this letter.

Ab. JVI

[Signature]
21/1/2022
PRINCIPAL

Infosys BPM Ltd

IL 2 Entry level Letter of Intent



Yours sincerely,

For **Infosys BPM Ltd.**

Raghavendra K
SVP & Global Head
Human Resource Development - IBPM

Signature:
Issuer's Name: **NAKUL MALHOTRA**
Issuer's Emp. No.: **841700**

Acknowledgement of receipt:

Name: **JANANI G-S**
Date: **29/06/18**
Location: **BANGALORE**

TRAINING & PLACEMENT OFFICER
Dr. T. Thimmaiah Institute of Technology
Coorgum, K. G. F- 550125

PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Coorgum, K. G. F- 550125



March 30, 2018

Mr Rahul Kumar
Fulawariya,
Ketaki(Po),
Aurangabad(Dt),
Bihar.

Dear Rahul Kumar,

Further to our interactions with you, we are pleased to offer you an Internship position in Training Department at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

In addition to the duties that were outlined during your interview, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability. You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration during your internship. You are required to be in formals (formal sari for women/business formals for men) for the period of the induction training and subsequently when you travel as a trainer. Your base location and date of joining will be intimated closure to your joining.

This internship is strictly full-time. During your internship, you will be paid stipend of Rs.8,000/- per month plus an accommodation allowance (depending upon your base location). A full time offer of employment with CTC of Rs.2.64 lacs per annum may be made based on your performance during the period of internship. It is possible that you may be posted to other base locations (different from your base location during internship) when being made a full-time offer.

Thank you.

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd

Arumugam N Vadivelu
Manager-Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

Global Shiksha VIA PRE-ASSESSR|| Bangalore|| 2018 Batch|| Offered Candidate

Inbox x

Inbox (7)

Starred

Sent Mail

Drafts (18)

More



Balu



Giridhar Mohan <giridhar.mohan@cocubes.com>

to me, Ashwin

Dear Sir,

We are glad to inform you that below candidate has been offered for the "Business Development Executive" position in Global Shikhs the **PRE-ASSESS** score and the interview process for the shortlisted students was conducted on **20th February, 2018** at the com

CoCubes ID	Name	College Name	Branch	Salary
2501520	Kirthiga.G	Dr.T.Thimmaiah Institute of Technology	Electrical and Electronics Engineering	INR 3.6 L

Designation: Business Development Executive

Stipend:

- INR 8000-10,000 during internship (6 months)
- INR 3.6 LPA after successful completion of internship

No recent chats
Start a new one

Joining Location: Bangalore

Please do call me for any clarification.

Regards,
Giridhar Mohan
Senior Manager- Institutions

Ash D

TRAINING & PLACEMENT OFFICER
Dr. T. Thimmaiah Institute of Technology
Oorgaum, Kolar Gold Fields - 563 120

Ash D

PRINCIPAL
Dr. T. Thimmaiah Institute of Technology
Oorgaum, K. G. F- 563120

Accord Software & Systems Pvt. Ltd.

Ms. Suganthi S.K.
D/o. Kumara Guru S
No 302, C/o. R Murugan Building,
Someshwara Block, Durgampet,
K.G.F. - 563121

Sub Employment offer

Dear Ms. Suganthi,

We are happy to inform you that you are selected for a job in our organization. We are pleased to offer you a position in our organization.

We are pleased to offer you the position of "Engineer Trainee" in our organization with effect from the date of joining.

You will be on probation for a period of six months from the date of joining. Subsequently, you will be confirmed based on your performance.

You will be paid monthly salary of Rs. 27500/- (Twenty Seven Thousand Five Hundred and 00/100 only) with 10% Dearness Allowance (DA) and 13% gratuity (G) respectively.

Statutory deductions like Profession Tax, Income Tax, ESI, PF etc. will be applicable as per the existing rules. Your salary will be reviewed after the completion of one-year service. Increments will not be automatic. Increments will be based on your performance reviewed through formal appraisal process.

Doing other work: The position is a full-time employment with the Company and you are not allowed to do any other work for any other organization during the period of your employment. You will not sign up any other work for the period of your employment. If you are found to be doing any other work, you will be terminated immediately without any notice period.

Responsibilities: Your designation/position is hereby included in the organization's work. You will be responsible for the work assigned to you. You will be held responsible for the work assigned to you at any time. You will be held responsible for the work assigned to you at any time.

Travel: You may require to travel on company work both local and interstate. All such expenses will be paid by the company as per the company policy.

Upon successful completion of your course, please intimate us in writing. We will process your appointment thereafter.

Your actual date of commencement of work will be informed through email at the relevant time. You will be given a detailed appointment letter upon your joining.



[Signature]
PRINCIPAL

Dr. T. Thirumalaiah Institute of Technology
Durgam, K. G. F- 563120

Accord Software & Systems Pvt. Ltd.

This offer stands valid till **December 31, 2018** unless extended by Accord in future.


As per your record produced to us, your date of birth is **January 16, 1997**

We welcome you to Accord Software & Systems Pvt. Ltd. family and look forward to have a long and fruitful association!

Please note: Our further communication will be through email only.

Kindly confirm your acceptance by signing and returning a copy of this letter.

Your Sincerely,
For Accord Software & Systems Pvt. Ltd.


Raghavendra K S
Sr. Manager - HR

October 11, 2017

Acceptance:

I/We, _____ accept the terms and conditions of this offer and will be joining your company on receipt of intimation from Accord, regarding the date of joining.

Signature _____

Date _____

PRINCIPAL
Dr. T. Thirumaiah Institute of Technology
Oorgaum, K. G. F- 563120



2016



CMMI 5