

IMPETUS

Date: 13-Oct-2021

To,
Aayushi Nandwal
129, Adarsh Bijasan nagar
pardeshipura- 452011

Dear **Aayushi Nandwal**,

Pursuant to our discussions, **Impetus Technologies India Pvt. Ltd.** is pleased to make you an offer of employment as **Project Trainee** at grade **X** starting on **21-Oct-2021**.
Your Stipend will be INR **10,000/-** per month.

All terms and conditions of your engagement will be in accordance with this letter read along with (i) Annexure A to this letter, (ii) the Appointment Letter (to be issued to you on successful completion of your Training and fulfillment of all documentation requirement), ((iii) the Non- Disclosure Agreement. Formats / copies of the above-mentioned documents are available with us and you are required to read and understand the same prior to your acceptance of our offer for training engagement. In addition, you shall also be required to abide by all the policies and procedures of the Company including those provided on the Company's intranet.

You will be eligible to join as **Associate Software Engineer** at Grade **G4** only after successful completion of your Post-graduate degree and on submission of the pass certificate, your CTC will be revised to **500000** .

Please note that this offer is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Our offer is also contingent upon your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer of training engagement. The Company reserves the right to withdraw this offer of training engagement (for training) without any obligation whatsoever, if it determines or believes that any contractual or other obligation may materially limit your ability to engage in business activities for the Company.

The Company reserves the right to withdraw this offer of employment without any obligation whatsoever, in the event that it presume or suspect or determines or believes that any commercial or contractual or

Impetus Technologies India Pvt Ltd

CIN: U72100MP2000PTC014455

Unit No. 4-A,Third Floor,STP II,Crystal IT Park-SEZ, Ring Road,Indore-452001(M.P.) India, Phone: +91.731.4743000. Fax: +91.731.4071256
Regd. Office : Sarda House,24-B,Palasia,A.B. Road, Indore-452001 (M.P.) India.,Phone: +91.731.4269300, Fax: +91.731.4071256

IMPETUS

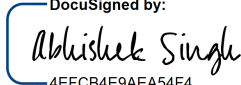
Appointment commitments

Name:	Aayushi Nandwal
DOJ:	21-Oct-2021
Experience:	java
Skill Set:	Core Java
Source:	RecruiterUpload
Salary:	Stipend of Rs.10,000/- Per Month
Designation/Grade:	Project Trainee/X Commitments at the time of Negotiation: Any Project Promised: NA Commitment Clause: 0

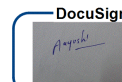
Commitments at the time of Negotiation:

Any Project Promised: **NA**

Commitment Clause: Your fixed stipend would be Rs. 10,000- Per Month. You will be eligible to join as an **Associate Software Engineer** at Grade **G4** only after successful completion of your graduate degree and on submission of pass certificate, your CTC will be revised to 500000 .

DocuSigned by:

 4EFCB4E9AEA54F4...

Authorized Signatory:

DocuSigned by:

 ABF559EFF50943C...

Candidates Signature:

Impetus Technologies India Pvt Ltd

CIN: U72100MP2000PTC014455

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 Regd. Office : Sarda House,24-B,Palasia,A.B. Road, Indore-452001 (M.P.) India.,Phone: +91.731.4269300, Fax: +91.731.4071256



16th November, 2021.

Ms. ABHA RANA

D/o Mr. HARISH SINGH RANA

I-2/10, AZAD NAGAR, INDORE, 452001

Offer Letter

Dear Abha,

On behalf of **Cognam Technologies Pvt. Ltd.** hereinafter called "the Company", we are pleased to offer you a position of Software Engineer-Trainee with us, at our Dwarka, New Delhi office.

Your joining date as an intern will be 3rd January 2022. You will be on internship with us for a period of 6 months with a stipend salary of 20,000 per month. After completing your internship, you will join the company as Software Engineer on 3rd June 2022 as a regular employee. You will be on probation for a period of 3 months, after which your services will be confirmed with the company, based on your performance in these 3 months. This offer is contingent on your signing the Non-disclosure and Confidentiality agreement at the time of joining.

1. Annual CTC-

Your CTC will be Rs. 5,00,000 per annum, as a regular employee. The appropriate Income Tax (if any) will be deducted from your remuneration and paid to the Central Government. This CTC includes all costs including gratuity etc.

2. Allowances/ perquisites and benefits etc.

The detailed breakup of the remuneration, monthly/annual allowances, reimbursements, benefits and perquisites applicable to your position will be advised to you at the time of joining.

3. Salary Review

To ensure the success of each of the Company's employee, periodic progress reviews are conducted by the employee's supervisor. We believe in rewarding and retaining the good talent and thus salary revisions are purely based on the performance of the employee, industry standards and the company performance.

4. Working Hours, Holidays and leave

You will observe the working hours, holidays and leave rules as per the service rules applicable to your category of employees. The regular working hours are Mon. to Fri. 9:30am to 6:30pm (including the lunch period).

5. Probation

You serve a probation/training period of three months with the company, after which time your employment will be confirmed by the company, based on your performance during those three months.

6. Past Record

If any declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material, information, you will be liable to removal from services without any notice or compensation whatsoever.



Cognam Technologies Pvt. Ltd.
E-561A, IInd Floor, Pankaj Arcade, Near Ramphal Chowk,
Palam Extn., Sector-7, Dwarka, New Delhi - 110077
+91 11 45797544 | info@cognam.com | www.cognam.com
CIN No. U72200DL2011PTC216749

We look forward to working together with you for a rewarding career for you and successful business for the company.

Yours Sincerely,

For Cognam Technologies Pvt. Ltd.

A handwritten signature in blue ink, appearing to read 'Pragati Sharma', with a long horizontal stroke extending to the right.

(Pragati Sharma
Dated- 16th November 2021)
Authorized Signatory

Agreed by _____

I agree to accept the employment on the above- mentioned terms and conditions and will join my position no later than 3rd Jan 2022.

Place:

Date:

Signature:

Ref. No: GDC/HR/OFFER/22/277

Abhay Sharma

6/2

Snehlata Ganj
Indore, Madhya Pradesh

Dear Abhay,

A Silicon-Valley headquartered company, Infogain is a global business-oriented IT consulting provider of front-end, customer-facing technologies, processes and applications, leading to a more efficient and streamlined customer experience. We want our clients' interactions with their customers to be fast, efficient, and cost effective. With close to 4,000 employees in the United State, India, the Middle East, the UK, Singapore and Malaysia, we service 5 of the world's largest 50 companies, and 24 of the Fortune 500.

- We extend you an offer to join Infogain as **"Software Engineer Trainee"**.
- Your initial place of posting will be at **Building B 6th 7th floor, Pune IT Park, 34 Aundh Road, Bhau Patil Marg, Bopodi, Pune** but your services can be transferred to other offices or work locations including client sites, at the sole discretion of the Company.
- You will be on training for a period of Nine (9) months. However, in the event Company feels that your performance after nine month's training is unsatisfactory, then this training period shall be increased at the sole discretion of the Company. On completion of every two (2) months, your performance will be evaluated and based on your performance your training period will be continued. The Company shall impart extensive classroom and on the job training to you during the said period of training and/or extended period in state of the art and cutting-edge latest technologies, which the Company has developed and/or developing since last more than one and a half decades to make you updated in all the fields at a very high cost to the Company.
- Till such time that you are intimated in writing, you shall continue to be on training.
- Your absorption at Infogain is after meeting our stringent performance standards and will be further based on Company's business needs and as such accepting you as a trainee is in no way a commitment that you would be offered an employment with Infogain.
- During training, you would be paid a monthly stipend of **INR 20,000/- (Rupees Twenty Thousand Only)**.
- Your appointment will be subject to your successful completion of your BE/B.Tech/MCA/M.Sc/M.Tech degree. This offer will stand automatically withdrawn if your final aggregate percentage in BE/B.Tech/MCA/M.Sc/M.Tech is less than **60%**. Upon successful completion of the training period, you shall (Subject to satisfaction of Infogain w.r.t. point 4, 5 & 6) be appointed as **"Software Engineer"** on an Annual gross salary of **INR 4,00,000/- (Rupees Four lakhs Only)**. In addition, you would be entitled for benefits like Mediclaim /Accidental Insurance coverage as per Company Policy.
- You shall be required to sign necessary Training Agreement with the Company and complete various formalities, to secure the interests of the Company and your performance and adherence to all terms, conditions, rules, and regulation of the Company, at the time of joining the Company as Software Engineer Trainee.

USA

UK

POLAND

INDIA

SINGAPORE

UAE

Annexure-I

List of Documents to be produced at the time of joining

- I. Aadhaar (As per government notification, it is mandatory to produce it. It will be linked to your PF account. If not submitted, it will not be possible to complete the joining formalities.)
- I. Date of Birth Certificate (10th Certificate).
- II. Copies of your Academic Degree/ Certificate/ Mark sheet (All Semesters). Post-Graduation documents also to be provided in case you are a PG Degree holder.
- III. Copy of your passport.
- IV. Copy of PAN card. (Mandatory)
- V. Current Address Proof (Rent Agreement/Utility Bills/Affidavit etc.).
- VI. Permanent Address Proof.
- VII. Five latest passport size photographs.
- VIII. For Bank Account Opening:
 - Original PAN Card and original Passport/Voter ID Card/Driving License.
 - Cheque (mandate to have name printed on it) or Bank Statement

If you have an active saving account with ICICI BANK, please furnish the details. You may continue to use it at Infogain.

Note:

- As per Infogain policy, you will be subjected to Background Verification pre/post your date of joining.
- You are advised to carry "**3 Copies**" of all the above-mentioned documents on your date of joining.

Neelima Trehan

Neelima Trehan | Sr. Manager-Campus Cell
M: (+91) 9958114616 | O: 91-120- 2445144
infogain.com | Engineering Business Outcomes

A Sharma

Agreed and Accepted

Date: 12/01/2022
Place: INDORE (M.P.)



USA

UK

POLAND

INDIA

SINGAPORE

UAE



Cognam Technologies Pvt. Ltd.
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CIN No. U72200DL2011PTC216749

16th November, 2021.

Mr. ABHISHEK MISHRA

S/o Mr. DAYA SHANKAR MISHRA

44/1598 MAHAJAN TOLA, GADDI ROAD, REWA, 486001

Offer Letter

Dear Abhishek,

On behalf of **Cognam Technologies Pvt. Ltd.** hereinafter called "the Company", we are pleased to offer you a position of Software Engineer-Trainee with us, at our Dwarka, New Delhi office.

Your joining date as an intern will be 3rd January 2022. You will be on internship with us for a period of 6 months with a stipend salary of 20,000 per month. After completing your internship, you will join the company as Software Engineer on 3rd June 2022 as a regular employee. You will be on probation for a period of 3 months, after which your services will be confirmed with the company, based on your performance in these 3 months. This offer is contingent on your signing the Non-disclosure and Confidentiality agreement at the time of joining.

1. Annual CTC-

Your CTC will be Rs. 5,00,000 per annum, as a regular employee. The appropriate Income Tax (if any) will be deducted from your remuneration and paid to the Central Government. This CTC includes all costs including gratuity etc.

2. Allowances/ perquisites and benefits etc.

The detailed breakup of the remuneration, monthly/annual allowances, reimbursements, benefits and perquisites applicable to your position will be advised to you at the time of joining.

3. Salary Review

To ensure the success of each of the Company's employee, periodic progress reviews are conducted by the employee's supervisor. We believe in rewarding and retaining the good talent and thus salary revisions are purely based on the performance of the employee, industry standards and the company performance.

4. Working Hours, Holidays and leave

You will observe the working hours, holidays and leave rules as per the service rules applicable to your category of employees. The regular working hours are Mon. to Fri. 9:30am to 6:30pm (including the lunch period).

5. Probation

You serve a probation/training period of three months with the company, after which time your employment will be confirmed by the company, based on your performance during those three months.

6. Past Record



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- C. One passport size photograph.
- D. Copy of Aadhar card, Pan Card, Passport.
- E. Offer, relieving letter from last company.
- F. 3 month's salary slips.

We look forward to working together with you for a rewarding career for you and successful business for the company.

Yours Sincerely,

For Cognam Technologies Pvt. Ltd.

A handwritten signature in blue ink, appearing to read 'Pragati Sharma', is written over a faint, illegible stamp.

(Pragati Sharma
Dated- 16th November 2021)
Authorized Signatory

Agreed by _____

I agree to accept the employment on the above- mentioned terms and conditions and will join my position no later than 3rd Jan 2022.

Place:

Date:

Signature:



Hello Amit,

We are excited about the prospect of you joining Walkover. This is a culture document that will guide you to your roles and responsibilities, organization structure, an overview of our policies, etc. We will arrange a video call with you on the basis of this document, and later release an offer letter, if at all you agree to work with us after reading all of this. ;)

Organizational chart

Walkover is a product-based company, which means we do not outsource projects and create our own products, which are either meant for B2B or B2C segments. We work as an incubation, so every department/product has its own structure and policies which change so frequently.

In brief:

Walkover is a team of 150+ people. We believe in hiring all brains and not just heads.

Running products:

MSG91 (Bulk SMS Platform)

GIDDH (Cloud Accounting Software)

Viasocket

SPACE

Others Products and Prototypes:

• USER TABLE • SOCKET DOC • BINGAGE • SUPER FORM • SPACE

You will be starting with Walkover as Intern and your reporting manager will be aligned after you join the organization. Your internship will begin on Jan 10, 2022.

You will be working as an Intern for the first six months or completion of the degree program (whichever is later) and after successful completion of your internship, your PPO shall kickin.



During the internship period, you would be entitled to a stipend of Rs. 15,000/- (Fifteen Thousand Only) and which will be variable from the second month onwards. And it will depend on your performance and monthly ranking and feedback. The stipend can vary from 0-25,000/- (for a month).

Retention Clause:

By agreeing to this letter you agree to stay with the organization for a minimum time frame of two years(including six months of internship). And to ensure the same, the organization shall deduct 10% from your monthly stipend and salary (eventually), and if you successfully complete two years with the organization then the money deducted will be returned to you. And if you leave in between your term, the amount deducted will be forfeited by the organization.

Please note:

*It's normal here to shift to another project or department or change your profile after receiving your feedback from your existing team.

** And it is normal that someone might call you up on off days, or at 12 midnight to talk about an idea that has just struck them.

Your total CTC will be ₹650000/- after successful completion of your internship.



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CIN No. U72200DL2011PTC216749

16th November, 2021.
Ms. CHHAYA JAISWAL
D/o Mr. MAHESH KUMAR JAISWAL
122/7 DURGA NAGAR, INDORE, 452015

Offer Letter

Dear Chhaya,

On behalf of **Cognam Technologies Pvt. Ltd.** hereinafter called “the Company”, we are pleased to offer you a position of Software Engineer-Trainee with us, at our Dwarka, New Delhi office. Your joining date as an intern will be 3rd January 2022. You will be on internship with us for a period of 6 months with a stipend salary of 20,000 per month. After completing your internship, you will join the company as Software Engineer on 3rd June 2022 as a regular employee. You will be on probation for a period of 3 months, after which your services will be confirmed with the company, based on your performance in these 3 months. This offer is contingent on your signing the Non-disclosure and Confidentiality agreement at the time of joining.

1. Annual CTC-

Your CTC will be Rs. 5,00,000 per annum, as a regular employee. The appropriate Income Tax (if any) will be deducted from your remuneration and paid to the Central Government. This CTC includes all costs including gratuity etc.

2. Allowances/ perquisites and benefits etc.

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We look forward to working together with you for a rewarding career for you and successful business for the company.

Yours Sincerely,

For Cognam Technologies Pvt. Ltd.

A handwritten signature in blue ink, appearing to read 'Pragati Sharma', with a long horizontal stroke extending to the right.

(Pragati Sharma
Dated- 16th November 2021)
Authorized Signatory

Agreed by _____

I agree to accept the employment on the above- mentioned terms and conditions and will join my position no later than 3rd Jan 2022.

Place:

Date:

Signature:



12-Jan-2022

Asmita Patel
MCA Computer Application
Institute of Engineering and Technology, Indore

Dear Asmita Patel,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



02-Dec-2021

Ayushi Bhandari
MCA Computer Application
Institute of Engineering and Technology Devi Ahilya Vishwavidyalaya, Indore

Dear Ayushi Bhandari,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

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Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

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- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



Letter of Intent (LOI)

Superset ID: 1182028

November 02, 2021

Dear Ayushi Sahu,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. You are also eligible for an One-time Skill Bonus* of **INR 25,000/-**. The detailed information on compensation and benefits will be provided in your Offer Letter.

***One-time Skill Bonus** will be based on the technical competency demonstrated thru skill based assessment, Interview and GenC Training post joining/Internship.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources



05-Jan-2022

Ayushi Shirke
MCA Computer Application
Institute of Engineering and Technology Devi Ahilya Vishwavidyalaya, Indore

Dear Ayushi Shirke,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



47Billion

Appointment Letter

Date: 3rd January 2022,

Dear Deepak Makwana,

We have pleasure in appointing you as Associate Software Engineer with **Fourty Seven Billion Information Technologies Pvt. Ltd.**

Following are the terms and conditions –

1. Remuneration

a) Your remuneration will be 360000/- (25000/- per month gross – standard deductions will be deducted i.e., PF, Professional Tax, and TDS, if applicable plus onetime bonus of INR 60000/- which will be paid to you in April 2023 subject to you being an active member i.e., not resigned or serving notice period.) This Bonus is assured Bonus. There is no variable component in this package. Please note that this bonus is one-time component and not recurring.

b) The Income Tax or any other Tax in accordance with the existing laws and rules shall be payable by you.

c) You will be on probation for three months. Your probation will be confirmed after three months of your joining subject to your overall performance during probation. Salary, allowances and all other payments and benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to the deduction of appropriate taxes at source. As discussed in our subsequent interviews, you will be eligible for a mandatory performance evaluation upon completion of your probation period which is generally 3 months from the date of your joining.

d) Your compensation package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

e) When you sign the Service Agreement, it is assumed that you commit to stay with the Company for a period of 2 years commencing from your joining date, unless your services are terminated by company. Company may take legal action in case of early disassociation.

HELLO WORLD!

FOURTY SEVEN BILLION INFORMATION TECHNOLOGIES PVT LTD.

4th Floor, right wing, crystal IT park (STP Building no. 1) Indore - 452001

CIN: U72200MP2012PTC029133

PHONE

+91 731 - 297 - 3109

EMAIL

info@47billion.com

WEBSITE

www.47billion.com



30 December,2021

Ms. Deepshikha Mehta

Email id: mehtadeepshikha04@gmail.com | Phone no: 8889919187

Sub: Offer Letter for Internship in Quantiphi Analytics Solutions Private Limited

Dear Deepshikha Mehta,

With reference to our discussions regarding an internship opportunity to gain practical experience, we are pleased to offer you internship in the position of **Intern - Framework Engineer** in Quantiphi Analytics Solutions Private Limited ("Quantiphi" or "Company") effective **10 January,2022** at such time as may be agreed to between the Company and you. In any event, the date of joining cannot be later than 10 January,2022.

The offer details are as follows:

1. Onboarding: As part of the internship onboarding process, you will be required to undergo an internship program. Details regarding the same are as follows:

a. Details:

- 1) Our flagship internship programme 'Virtuverse' is designed to provide you access to vast domain knowledge on Machine Learning, Big Data etc. via a virtual platform at your ease and comfort
- 2) This program aims to be both challenging and rewarding, while considering the applicable guidelines issued by the Ministry of Health

b. Duration: The internship program is for a duration of 6 months. However, the Company reserves the right to curtail or extend the duration of the internship at its sole discretion, including for reasons of non-satisfactory performance of the intern.

c. Performance Evaluation:

- i. During this internship period, your performance will be subject to continuous evaluation.
- ii. Post completion of your internship period, your absorption in the company as a full time employee shall either be confirmed or if your performance is found unsatisfactory, the internship shall be terminated, both of which shall be done by written intimation to you and which will be at the sole discretion of the Company.

d. Compensation:

- i. The consideration for your internship during your tenure in the company on a cost-to-company basis shall be **Rs. 23,000 per month (Rupees Twenty Three Thousand per month)** as a fixed stipend to cover for your expenses during internship. The Intern shall not be entitled to any other emoluments, earnings, allowances & benefits etc. of any nature unless specifically communicated in writing.
- ii. Apart from ESI & Taxes if any, no other statutory deductions, or benefits would be made or provided to the Intern.
- iii. Over and above the monthly stipend, you shall also be entitled to a one time set up cost of Rs. 2000/- in order to enable you to be infrastructure ready for the virtual training
- iv. You will be eligible for internet reimbursement of Rs. 600/- per month for your internship period.



vi. This contract of Internships is terminable by you by giving one (1) months' notice period to the Company for no cause. During the period of your Internship, however, the Company may terminate the internship by giving one week's notice period or pay in lieu of the same, at the sole discretion of the Company. The Company may, at its sole discretion, terminate the internship with immediate effect without any notice or pay in lieu if, in case the intern has engaged in misconduct or has violated the terms of the internship.

vii. For all practical purposes, your tenure with the Company shall be treated as that of an intern until you are confirmed as a full time employee as per the terms of your internship letter.

2. Quantiphi- Corporate Development Program (Q-CDP):

- a. **Details:** This program is designed to provide you with projects and learning opportunities that will be both challenging and rewarding
- b. **Eligibility:** Once you have completed the 6 months internship and if your performance is found to be satisfactory by the Company at its sole discretion, you will be eligible to join us as a full time employee and will be a part of the program.
- c. **Duration:** Q-CDP program is for a duration of three years from the date of successful enrolment into the Q-CDP program.
- d. **Performance Evaluation:** During your tenure with the Company ,your performance will be subject to continuous evaluation

e. Compensation:

- i. The total package offered under this program, if you are successfully confirmed as a full time employee, shall be as per the components detailed below. .
- ii. The Q-CDP component shall be paid out as per the applicable Company guidelines and shall be refundable in full in case you decide to leave the organization within the timelines prescribed in the policies or if you are terminated for cause, except for performance issues.
- iii. Post confirmation as a full time employee, your performance review and appraisal shall be held in the month of July 2023 as per the Company policy.
- iv. If your salary is reviewed in less than 12 months, your bonuses (if any) might be paid at the time of such revision. Any such bonus payment shall be pro-rated to the period that you have spent in the Company.
- v. Please note that all the above terms and conditions regarding the Q-CDP program may be subject to change at the sole discretion of the company.

Rating	% increment on Fixed component	QCDP Bonus (in INR)
Always Target	10%	2,00,000
Mostly Outstanding	20%	2,50,000
Always Outstanding	30%	3,50,000

Fixed Component	QCDP	Total CTC
INR 6,50,000/-	INR 2,00,000/-	INR 8,50,000/-

On the date of your joining, you are required to submit the following:

1. Copies of certificates/ diplomas / degrees of educational qualifications. (Std. X, Std. XII, Graduation and

- Post-Graduation).
2. Proof of Date of Birth.
 3. Proof of Current Address
 4. PAN Card (3 copies)
 5. Aadhar Card (3 copies)
 6. Copy of latest valid passport
 7. Latest Passport size photograph (3 copies)
 8. Banking details for online stipend deposit (bank name, branch name, account no., IFSC code of the branch)

Your detailed internship letter will be issued to you on the day of joining the Company as an intern. Your internship will be subject to verification of references and this offer is subject to you being medically fit.

This offer is further subject to verification of the particulars given by you. In case any particular mentioned by you is found to be false or incorrect, the internship shall be terminated immediately at the sole discretion of the Company without any notice or pay in lieu of the same.

We welcome you to the Quantiphi family. Please sign a copy and send us a scan of this letter as a token of acceptance of the same.



Authorized Signatory
Vivek Khemani
(Director)



Agreed and Accepted
(Deepshikha Mehta)



Offer: Computer Consultancy
Ref: TCSL/DT20218118050/Mumbai
Date: 23/11/2021

Ms. Shivani Jain
252 , Kanoongo Sadak , Mahaveer Ward , Khurai03,
Mahaveer Ward,
Khurai-470117,
Madhya Pradesh.
Tel# 91-8461064356

Dear Shivani Jain,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **7,30,034/-** 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 & Conditions). You will also be issued a letter of appointment at the time of your joining after

TCS Confidential
TCSL/DT20218118050

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

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

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



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 INR **15,000/-** 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 INR **7,500/-** 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 INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 3 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



17th January 2022

To,

Garima Rathore

OFFER OF INTERNSHIP

Dear Garima,

With reference to your application, exploring career opportunities with us and your subsequent discussions, we are pleased to offer you Internship opportunity with Vikasietum Tecknology Private Limited, (herein referred to as "VTPL") with a commencement date of **24th January 2022**.

I would like to inform you that the duration of this internship will be **5 weeks to 12 weeks** depending on the overall performance and management's decision and it will be a unpaid Internship.

During this time, your employment status with VTPL will be temporary and therefore, you will not be entitled to any kind of privileges that other employees of the company are entitled to. I would also like to highlight that the company holds complete rights to terminate your internship anytime during this period with or without any notice.

During your internship, you will get access to different kinds of confidential information about the company and by accepting this offer letter, you agree that you will take complete care in maintaining the confidentiality of all the information that you come across and by any means, you will not be using it for any kind of personal benefits or reasons other than work related tasks. On completion of your internship, you will be required to handover all the official documents, laptop and other company possessions that will be given to you during your internship.

By accepting this offer letter, you agree to all the terms and conditions that have been mentioned above and you agree that you will be following all the rules and regulations of the company and you will also be observing all the practices and policies that define the working and conduct at the company.

We look forward to have you onboard and we are hopeful that this association will be mutually beneficial to both the parties. If you have any other queries, please feel free to write at human.potential@vikasietum.com.

Please sign and return a copy of this letter, signifying your acceptance to the terms and conditions enunciated above.

We look forward to you joining the VTPL team and wish you a challenging and rewarding career with VTPL.

Yours Sincerely,
For Vikasietum Tecknology Private Limited

Divya Pote
Human Potential Executive

I accept the above terms and conditions

Signature: _____

Name: Garima Rathore
Date:

Vikasietum Tecknology Private Limited



human.potential@vikasietum.com



www.vikasietum.com



Cognizant Offer Letter

1 message

<TalentAcquisitionGroup@cognizant.com>
To: muchhalaanjali2406@gmail.com

Thu, 2 Dec 2021 at 10:56 pm

Dear Anjali,

Warm greetings from Cognizant!

Congratulations and welcome to Cognizant family!! Attached is the soft copy of the offer letter. We are sure that there will be a lot of mutual value adds with the beginning of your association with Cognizant!

You will receive a mail from CognizantHR@cognizant.com to help you with the pre-joining formalities with us.

We are really excited to have you on-board.

Best Regards
Cognizant HR - Talent Acquisition Group

Please do not delete this mail as it cannot be resent. Replies to this message are undeliverable and will not reach the Talent Acquisition Group. Please do not reply.

This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored. This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored.



Letter of Intent (LOI)

Superset ID: 1182866

November 02, 2021

Dear Harsha Rathore,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources



Fair Isaac India Software Pvt. Ltd
CIN U72200KA2003PTC032938
Registered Office
Titanium Building
135 Airport Road
Kodihalli, Bangalore 560 017, India
T 91 80 4137 1700
F 91 80 4137 1701
Email: investor@fico.com
www.fico.com

October 4, 2021

Kripansha Patidar
Indore

Dear Kripansha,

This is with reference to your application for an Internship role for a limited period at Fair Isaac India Software Pvt. Ltd. ("Company" or "FICO"). We are pleased to engage you on a temporary basis from January 3, 2022 to June 30, 2022. Your Internship is contingent on the results of a background check which may include a criminal record check and reference checks, and may include a review of education, work and medical history. If the results of your background check reveal information that is inconsistent with our standards, this offer may be rescinded, or your Internship with the Company may be subject to immediate termination.

1. You will be paid a consolidated stipend, of INR30000 per month (less tax withholding) during your Internship with us.
2. You will be paid a signing bonus of INR20000 along with your first payroll. In the event that you voluntarily terminate your Internship with FICO or your Internship is involuntarily terminated for reasons other than a reduction in force or position elimination within the Internship period, you agree to repay to FICO the full signing bonus amount.
3. You will be entitled to certain benefits specific to paid Company-recognized holidays, vacation time, and sick time throughout the limited period of your Internship with the Company. Details surrounding these benefits will be provided to you by separate document.
4. In addition to the above, you will be eligible to participate in the Fair Isaac Corporation Broad-Based Incentive Plan ("BBIP"). The BBIP may be amended from time to time, and to such degree, as determined by Fair Isaac Corporation. Your eligibility and rights under the BBIP will be governed solely by the terms of the plan, applicable Fair Isaac Corporation and Company policies, as from time to time established.
5. You will maintain the confidentiality of all the information you are exposed to and you will not attempt to discuss or disclose any information to anyone without the written permission of the undersigned.
6. During the period of your Internship with us, you will obey the instructions of your superiors and will work honestly and sincerely. You will observe all the rules and regulations maintained by the Company's employees. Company rules, regulations, and policies are available on Jive. It is expected that you will take time to review the Company rules, regulations, and policies at the start of your Internship.



7. It is expressly understood and agreed by you that the Internship being offered to you is for a limited period of time i.e. January 3, 2022 to June 30, 2022.
8. Your appointment in this Internship role does not create any liability whatsoever on the part of Fair Isaac India Software Private Limited, to offer you any employment part-time, temporary or permanent, beyond the period of validity of this letter of Internship appointment. Your Internship with Fair Isaac India Software Private Limited will, therefore, stand automatically terminated at 6.00PM on June 30, 2022.
9. We shall be fully within our rights to terminate your Internship with us at any time before the completion of the full period of your Internship described in this letter by giving 30 days' notice. If you, in turn wish to discontinue your Internship with us before the full expiry of the period described in this letter, you will do so by giving us at least 30 days advance notice in writing.
10. Your primary assignment will be outlined by your supervisor/manager. Your assigned Internship duties are subject to modification by FICO as our business and organization change and grow.

Kindly sign and return the duplicate copy of this letter as a token of your understanding and acceptance of these terms and conditions.

Yours sincerely,

Akash Bothera
HR Consulting-Vice President

ACCEPTANCE

To: Fair Isaac India Software Private Limited

I, Kripansha, understand and accept the above terms and conditions.

Kripansha Patidar

Place: Dhamnod, Dist - Dhar, M.P.

Date: 07 - October - 2021



Letter of Intent (LOI)

Superset ID: 1182858

November 02, 2021

Dear swati wadurkar,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

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Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources



Cognam Technologies Pvt. Ltd.
E-561A, IInd Floor, Pankaj Arcade, Near Ramphal Chowk,
Palam Extn., Sector-7, Dwarka, New Delhi - 110077
+91 11 45797544 | info@cognam.com | www.cognam.com
CIN No. U72200DL2011PTC216749

16th November, 2021.
Mr. MAHIP PORWAL
S/o Mr. PAVAN KUMAR PORWAL
FLAT NO 301 BLOCK- C, SUGAN RESIDENCY
MOG LINES MHOWNAKA INDORE, 452002

Offer Letter

Dear Mahip,

On behalf of **Cognam Technologies Pvt. Ltd.** hereinafter called “the Company”, we are pleased to offer you a position of Software Engineer-Trainee with us, at our Dwarka, New Delhi office.

Your joining date as an intern will be 3rd January 2022. You will be on internship with us for a period of 6 months with a stipend salary of 20,000 per month. After completing your internship, you will join the company as Software Engineer on 3rd June 2022 as a regular employee. You will be on probation for a period of 3 months, after which your services will be confirmed with the company, based on your performance in these 3 months. This offer is contingent on your signing the Non-disclosure and Confidentiality agreement at the time of joining.

1. Annual CTC-

Your CTC will be Rs. 5,00,000 per annum, as a regular employee. The appropriate Income Tax (if any) will be deducted from your remuneration and paid to the Central Government. This CTC includes all costs including gratuity etc.

2. Allowances/ perquisites and benefits etc.

The detailed breakup of the remuneration, monthly/annual allowances, reimbursements, benefits and perquisites applicable to your position will be advised to you at the time of joining.

3. Salary Review

To ensure the success of each of the Company's employee, periodic progress reviews are conducted by the employee's supervisor. We believe in rewarding and retaining the good talent and thus salary revisions are purely based on the performance of the employee, industry standards and the company performance.

4. Working Hours, Holidays and leave

You will observe the working hours, holidays and leave rules as per the service rules applicable to your category of employees. The regular working hours are Mon. to Fri. 9:30am to 6:30pm (including the lunch period).

5. Probation

You serve a probation/training period of three months with the company, after which time your employment will be confirmed by the company, based on your performance during those three months.

6. Past Record



Cognam Technologies Pvt. Ltd.
E-561A, IInd Floor, Pankaj Arcade, Near Ramphal Chowk,
Palam Extn., Sector-7, Dwarka, New Delhi - 110077
+91 11 45797544 | info@cognam.com | www.cognam.com
CIN No. U72200DL2011PTC216749

- C. One passport size photograph.
- D. Copy of Aadhar card, Pan Card, Passport.
- E. Offer, relieving letter from last company.
- F. 3 month's salary slips.

We look forward to working together with you for a rewarding career for you and successful business for the company.

Yours Sincerely,

For Cognam Technologies Pvt. Ltd.

(Pragati Sharma
Dated- 16th November 2021)
Authorized Signatory

Agreed by Mahip Porwal

I agree to accept the employment on the above- mentioned terms and conditions and will join my position no later than 3rd Jan 2022.

Place: Indore

Date: 01st December 2021

Signature:



05-Jan-2022

Muskan Namdev
MCA (2 Year) Computer Application
Institute of Engineering and Technology Devi Ahilya Vishwavidyalaya, Indore

Dear Muskan Namdev,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



27th October 2021

To
Mr. Neelesh Gupta
Indore

nilesh9893@gmail.com

Sub: Letter of Intent

Dear Neelesh,

Thank you for the keen interest you have shown in joining our organization. With reference to the interview and the discussions you had with us recently, we are pleased to offer you a career at Systango Technologies Private Limited (hereinafter referred to as "Systango" or "Company"). Please accept our heartiest congratulations and warm welcome to the Systango family.

The Terms and conditions of your employment are as below.

Designation: Intern - Engineering (STPA)

1. Your total gross salary as applicable has been communicated to you over the call. On your joining, you are expected to enter into an agreement, which details the scope, terms, and conditions of your employment with Systango.
2. You are required to join on **Monday, 3rd January 2022** and the offer stands withdrawn thereafter, unless the joining date is extended and communicated to you in writing.
3. You are requested to report to **Mr. Anshuman Thakur** at **12:00 pm** on **Monday, 6th December 2021** to complete the joining formalities at Systango, 3rd Floor Crystal IT Park, Building No. 1. At the time of joining, you are requested to submit the copies of the documents as mentioned in the attached Annexure – A.

A service agreement of 24 months + Training Period will be applicable in your detailed employment letter for which you have to submit a non-dated cheque of INR 250,000 at the time of joining.

Your employment will be governed by the rules, regulations, and policies defined by Systango. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

We look forward to working with you.

Warm Regards,
For Systango Technologies Pvt Ltd.

Vaidehi Bhargava
Senior Manager- HR

Candidate's Signature



12-Jan-2022

Nikita Patel
MCA Computer Application
Institute of Engineering and Technology Devi Ahilya Vishwavidyalaya, Indore

Dear Nikita Patel,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



Offer Letter

Date: 10th November 2021

Dear Chinmay Kalinkar,

We have pleasure in offering you as **Associate Software Engineer** with **Fourty Seven Billion Information Technologies Pvt. Ltd.**

Following are the terms and conditions –

1. Remuneration

a) Your remuneration will be 380000/- (25000/- per month gross – standard deductions will be deducted i.e., PF, Professional Tax, and TDS, if applicable plus onetime bonus of INR 80000/- which will be paid to you in April 2023 subject to you being an active member i.e., not resigned or serving notice period.) This Bonus is assured Bonus. There is no variable component in this package. Please note that this bonus is one-time component and not recurring.

b) The Income Tax or any other Tax in accordance with the existing laws and rules shall be payable by you.

c) You will be on probation for three months. Your probation will be confirmed after three months of your joining subject to your overall performance during probation. Salary, allowances and all other payments and benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to the deduction of appropriate taxes at source. As discussed in our subsequent interviews, you will be eligible for a mandatory performance evaluation upon completion of your probation period which is generally 3 months from the date of your joining.

d) Your compensation package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

2. Paid Time Off

You shall be eligible for paid leaves as per the Rules and Regulations of the company after three months of your joining, which shall be intimated to you from time to time. The Rules and Regulations pertaining to the paid leaves for the employees are subject to change without prior intimation and which shall be binding on the employee.

FOURTY SEVEN BILLION INFORMATION TECHNOLOGIES PRIVATE LIMITED
REG. ADDRESS : 4TH FLOOR, RIGHT WING, CRYSTAL PARK (STP BUILDING NO.1) INDORE-452001
CIN : U72200MP2012PTCO29133
+91 731-297-3109 info@47billion.com

SANTA CLARA | BENGALURU | INDORE



HELLO WORLD!



11-Jan-2022

Shikhars Kayastha
MCA Computer Application
School of Computer Science and Information Technology, Devi Ahilya Vishwavidyalaya, Indore

Dear Shikhars Kayastha,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



Dear Surbhi Gupta

Address - D-1, Suvidhi Nagar, Indore MP-452001

Mobile: +918349678898

Heartiest congratulations to you for becoming a part of the proud family of **BestPeers Infosystem Pvt Ltd**. We are pleased to offer you the position of **Trainee Software Engineer** on the terms and conditions set forth in this letter.

We look forward to working with you and believe that you will make a very significant and positive contribution to the success of the organization.

Please read important details carefully, including your compensation and benefits.

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At BestPeers, we're changing the world every day and we will be delighted to have you in our team.

You will, in turn, get many more opportunities to grow professionally and develop your skills with a vibrant and supportive team.

You are required to report at the following address by 11:00AM along with the set of the documents (Original & Photocopy) as per the checklist attached.

Day and Date Of Joining - **Monday, 17th Jan, 2022**

Address - 142-A, New IT park building first floor, Electronic complex, Pardesipura, Indore

Mobile: + 0731-4984840 - HR Department

Regards ,

Ketan Bamniya

Human Resource Manager





Annexure-A-1

Compensation & Policies.

Dear Surbhi, This is an offer of employment for the position of Trainee Software Engineer with the start date of Monday, 17th Jan, 2022.

Compensation.

Your Annual CTC is **Rs.3, 00,754** (Three lakhs seven hundred and fifty four only).

- Any changes in your compensation are optional and will be subject to and on the basis of effective performance and results during the period and other relevant criteria.
- You will be getting your payroll in the first week of the subsequent month.
- As discussed you will get your first increment after 1 year, and further increments will be done after a year.
- Your salary will be reviewed periodically as per your performance and it is strictly confidential. Also, you are not supposed to reveal your CTC with the other employees of the company.
- After resigning you will have to serve a notice period for 45 working days.

Please note:

*** Employee's contribution to provident fund and ESIC will be the part of the CTC.**

*** You will be eligible for Gratuity only after completion of five or more years of service in the organization.**



12-Jan-2022

Isha Parmaal
MCA Computer Application
Institute of Engineering and Technology Devi Ahilya Vishwavidyalaya, Indore

Dear Isha Parmaal,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:

Dear Palak ,

We are pleased to offer you the position of **Solution Engineer** for **Indore** location, on the terms and conditions mutually discussed and agreed upon:

Your gross emoluments will be **Rs. 4,14,516 Lpa (CTC)**. Please see the detailed remuneration structure in Annexure I

- . You will have three months as your training period (Graduate Engineering Trainee)
- . You will be entitled for a stipend of Rs. 7000/- during your training period
- . On successful completion of your training you will be on the rolls of the company with full salary.

You will be issued a detailed appointment letter upon joining us.

You are requested to report for duty on or before **03.Jan.2022, Monday at 11 AM**. In case you fail to report for duty on this date unless otherwise agreed in written the offer shall stand automatically withdrawn.

On the day of your joining you are required to submit the following:

1. Relevant copies of Academic /Professional attainments and work experience.
2. Documentary evidence of Date of Birth.
3. Three passport sizes colour Photographs.

If on verification, at the time of appointment or a later date it is found that you have furnished wrong information, in such cases your services with the company will be liable to termination.

Welcome to Grep Ruby Webtech Family and hope it will be the beginning of a long and mutually beneficial association!

Kindly acknowledge the duplicate copy of this letter as an acceptance of this offer.

For Grep Ruby Webtech Pvt. Ltd.

Accepted & Agreed

Head- HR

Palak Agrawal

Neelam Kabra

Ref. No: GDC/HR/OFFER/22/268

Piyush Chaturvedi

R Q 5

Padmakar Nagar Colony

Makronia , Sagar M. P

Dear Piyush,

A Silicon-Valley headquartered company, Infogain is a global business-oriented IT consulting provider of front-end, customer-facing technologies, processes and applications, leading to a more efficient and streamlined customer experience. We want our clients' interactions with their customers to be fast, efficient, and cost effective. With close to 4,000 employees in the United State, India, the Middle East, the UK, Singapore and Malaysia, we service 5 of the world's largest 50 companies, and 24 of the Fortune 500.

- We extend you an offer to join Infogain as "**Software Engineer Trainee**".
- Your initial place of posting will be at **Building B 6th 7th floor, Pune IT Park, 34 Aundh Road, Bhau Patil Marg, Bopodi, Pune** but your services can be transferred to other offices or work locations including client sites, at the sole discretion of the Company.
- You will be on training for a period of Nine (9) months. However, in the event Company feels that your performance after nine month's training is unsatisfactory, then this training period shall be increased at the sole discretion of the Company. On completion of every two (2) months, your performance will be evaluated and based on your performance your training period will be continued. The Company shall impart extensive classroom and on the job training to you during the said period of training and/or extended period in state of the art and cutting-edge latest technologies, which the Company has developed and/or developing since last more than one and a half decades to make you updated in all the fields at a very high cost to the Company.
- Till such time that you are intimated in writing, you shall continue to be on training.
- Your absorption at Infogain is after meeting our stringent performance standards and will be further based on Company's business needs and as such accepting you as a trainee is in no way a commitment that you would be offered an employment with Infogain.
- During training, you would be paid a monthly stipend of **INR 20,000/- (Rupees Twenty Thousand Only)**.
- Your appointment will be subject to your successful completion of your BE/B.Tech/MCA/M.Sc/M.Tech degree. This offer will stand automatically withdrawn if your final aggregate percentage in BE/B.Tech/MCA/M.Sc/M.Tech is less than **60%**. Upon successful completion of the training period, you shall (Subject to satisfaction of Infogain w.r.t. point 4, 5 & 6) be appointed as "**Software Engineer**" on an Annual gross salary of **INR 4,00,000/- (Rupees Four lakhs Only)**. In addition, you would be entitled for benefits like Medclaim /Accidental Insurance coverage as per Company Policy.
- You shall be required to sign necessary Training Agreement with the Company and complete various formalities, to secure the interests of the Company and your performance and adherence to all terms, conditions, rules, and regulation of the Company, at the time of joining the Company as Software Engineer Trainee.

Annexure-I

List of Documents to be produced at the time of joining

- I. **Aadhaar (As per government notification, it is mandatory to produce it. It will be linked to your PF account. If not submitted, it will not be possible to complete the joining formalities.)**
- I. Date of Birth Certificate (10th Certificate).
- II. Copies of your Academic Degree/ Certificate/ Mark sheet (All Semesters). Post-Graduation documents also to be provided in case you are a PG Degree holder.
- III. Copy of your passport.
- IV. Copy of PAN card. (**Mandatory**)
- V. Current Address Proof (Rent Agreement/Utility Bills/Affidavit etc.).
- VI. Permanent Address Proof.
- VII. **Five** latest passport size photographs.
- VIII. For Bank Account Opening:
 - Original PAN Card and original Passport/Voter ID Card/Driving License.
 - Cheque (mandate to have name printed on it) or Bank Statement

If you have an active saving account with ICICI BANK, please furnish the details. You may continue to use it at Infogain.

Note:

- As per Infogain policy, you will be subjected to Background Verification pre/post your date of joining.
- You are advised to carry "**3 Copies**" of all the above-mentioned documents on your date of joining.

Neelima Trehan



Neelima Trehan | Sr. Manager-Campus Cell
M: (+91) 9958114616 | O: 91-120- 2445144
infogain.com | Engineering Business Outcomes

Agreed and Accepted

Date:

Place:



IMPETUS

Date: 20-Dec-2021

To,
Prachi Sankhala
28, Sant Marg
Gandhi Nagar - 453112

Dear **Prachi Sankhala**,

Pursuant to our discussions, **Impetus Technologies India Pvt. Ltd.** is pleased to make you an offer of employment as **Project Trainee** at grade **X** starting on **18-Jan-2022**.
Your Stipend will be INR **10000/-** per month.

All terms and conditions of your engagement will be in accordance with this letter read along with (i) Annexure A to this letter, (ii) the Appointment Letter (to be issued to you on successful completion of your Training and fulfillment of all documentation requirement), ((iii) the Non- Disclosure Agreement. Formats / copies of the above-mentioned documents are available with us and you are required to read and understand the same prior to your acceptance of our offer for training engagement. In addition, you shall also be required to abide by all the policies and procedures of the Company including those provided on the Company's intranet.

You will be eligible to join as **Associate Software Engineer** at Grade **G4** only after successful completion of your Post-graduate degree and on submission of the pass certificate, your CTC will be revised to **500000** .

Please note that this offer is conditional upon satisfactory feedback from your references and necessary background, academic, medical, credit/financial and criminal checks. Our offer is also contingent upon your full and complete disclosure to the Company of any and all agreements (non-competition, non-solicitation, employment, confidentiality or otherwise) with any prior employer, clients, principals, partners or others which in any way limit you either contractually or otherwise from engaging in any business activities required or contemplated by the Company in this offer of training engagement. The Company reserves the right to withdraw this offer of training engagement (for training) without any obligation whatsoever, if it determines or believes that any contractual or other obligation may materially limit your ability to engage in business activities for the Company.

The Company reserves the right to withdraw this offer of employment without any obligation whatsoever, in the event that it presume or suspect or determines or believes that any commercial or

Impetus Technologies India Pvt Ltd

CIN: U72100MP2000PTC014455

Impetus IT SEZ Campus, Survey no. 291, Badiya Keema, Bicholi Mardana-Ambamoliya Road, Indore-452016 (M.P.) India., Phone: +91.731.4743600. Fax: +91.731.473611 Regd. Office : Sarda House, 24-B, Palasia, A.B. Road, Indore-452001 (M.P.) India., Phone: +91.731.4269300, Fax: +91.731.4071256

IMPETUS

Appointment commitments

Name:	Prachi Sankhala
DOJ:	18-Jan-2022
Experience:	00
Skill Set:	Java/J2EE
Source:	RecruiterUpload
Salary:	Stipend of Rs.10000/- Per Month
Designation/Grade:	Project Trainee/X Commitments at the time of Negotiation: Any Project Promised: NA Commitment Clause: 0

Commitments at the time of Negotiation:

Any Project Promised: **NA**

Commitment Clause: Your fixed stipend would be Rs. 10000- Per Month. You will be eligible to join as an **Associate Software Engineer** at Grade **G4** only after successful completion of your graduate degree and on submission of pass certificate, your CTC will be revised to 500000 .

DocuSigned by:
Abhishek Singh
4EFCB4E9AEA54F4...

Authorized Signatory:

DocuSigned by:
Prachi Sankhala
7E7A97C99F3B4DC...

Candidates Signature:

Impetus Technologies IndiaPvtLtd

CIN: U72100MP2000PTC014455

Impetus IT SEZ Campus, Survey no. 291, Badiya Keema, Bicholi Mardana-Ambamoliya Road, Indore-452016(M.P.) India., Phone: +91.731.4743600. Fax: +91.731.473611 Regd. Office : Sarda House, 24-B, Palasia, A.B. Road, Indore-452001 (M.P.) India., Phone: +91.731.4269300, Fax: +91.731.4071256



12-Jan-2022

Pranjali Modi
MCA Computer Application
Institute of Engineering and Technology, Indore

Dear Pranjali Modi,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



05-Jan-2022

Priya Sethiya
MCA Computer Application
Institute of Engineering and Technology Devi Ahilya Vishwavidyalaya, Indore

Dear Priya Sethiya,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
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- You may be required, to travel to other locations within India if there is a business need as per your internship program
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- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



Fair Isaac India Software Pvt. Ltd
CIN U72200KA2003PTC032938
Registered Office:
Titanium Building
135 Airport Road
Kodihalli, Bangalore 560 017, India
T 91 80 4137 1700
F 91 80 4137 1701
Email: investor@fico.com
www.fico.com

October 4, 2021

Priyanshi Ghosle
Indore

Dear Priyanshi,

This is with reference to your application for an Internship role for a limited period at Fair Isaac India Software Pvt. Ltd. ("Company" or "FICO"). We are pleased to engage you on a temporary basis from January 3, 2022 to June 30, 2022. Your Internship is contingent on the results of a background check which may include a criminal record check and reference checks, and may include a review of education, work and medical history. If the results of your background check reveal information that is inconsistent with our standards, this offer may be rescinded, or your Internship with the Company may be subject to immediate termination.

1. You will be paid a consolidated stipend, of INR30000 per month (less tax withholding) during your Internship with us.
2. You will be paid a signing bonus of INR20000 along with your first payroll. In the event that you voluntarily terminate your Internship with FICO or your Internship is involuntarily terminated for reasons other than a reduction in force or position elimination within the Internship period, you agree to repay to FICO the full signing bonus amount.
3. You will be entitled to certain benefits specific to paid Company-recognized holidays, vacation time, and sick time throughout the limited period of your Internship with the Company. Details surrounding these benefits will be provided to you by separate document.
4. In addition to the above, you will be eligible to participate in the Fair Isaac Corporation Broad-Based Incentive Plan ("**BBIP**"). The BBIP may be amended from time to time, and to such degree, as determined by Fair Isaac Corporation. Your eligibility and rights under the BBIP will be governed solely by the terms of the plan, applicable Fair Isaac Corporation and Company policies, as from time to time established.
5. You will maintain the confidentiality of all the information you are exposed to and you will not attempt to discuss or disclose any information to anyone without the written permission of the undersigned.
6. During the period of your Internship with us, you will obey the instructions of your superiors and will work honestly and sincerely. You will observe all the rules and regulations maintained by the Company's employees. Company rules, regulations, and policies are available on Jive. It is expected that you will take time to review the Company rules, regulations, and policies at the start of your Internship.



7. It is expressly understood and agreed by you that the Internship being offered to you is for a limited period of time i.e. January 3, 2022 to June 30, 2022.
8. Your appointment in this Internship role does not create any liability whatsoever on the part of Fair Isaac India Software Private Limited, to offer you any employment part-time, temporary or permanent, beyond the period of validity of this letter of Internship appointment. Your Internship with Fair Isaac India Software Private Limited will, therefore, stand automatically terminated at 6.00PM on June 30, 2022.
9. We shall be fully within our rights to terminate your Internship with us at any time before the completion of the full period of your Internship described in this letter by giving 30 days' notice. If you, in turn wish to discontinue your Internship with us before the full expiry of the period described in this letter, you will do so by giving us at least 30 days advance notice in writing.
10. Your primary assignment will be outlined by your supervisor/manager. Your assigned Internship duties are subject to modification by FICO as our business and organization change and grow.

Kindly sign and return the duplicate copy of this letter as a token of your understanding and acceptance of these terms and conditions.

Yours sincerely,

Akash Bothera
HR Consulting-Vice President

ACCEPTANCE

To: Fair Isaac India Software Private Limited

I, Priyanshi, understand and accept the above terms and conditions.

Priyanshi Ghosle

Place: _____

Date: _____



22-Dec-2021

Ritika Jain
MCA Computer Science
Institute of Engineering and Technology Devi Ahilya Vishwavidyalaya, Indore

Dear Ritika Jain,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:

Offer Letter

Date: 17th December 2021

Dear Sachin Gangil,

We have pleasure in offering you as **Associate Software Engineer** with **Fourty Seven Billion Information Technologies Pvt. Ltd.**

Following are the terms and conditions –

1. Remuneration

a) Your remuneration will be 360000/- (25000/- per month gross – standard deductions will be deducted i.e., PF, Professional Tax, and TDS, if applicable plus onetime bonus of INR 60000/- which will be paid to you in April 2023 subject to you being an active member i.e., not resigned or serving notice period.) This Bonus is assured Bonus. There is no variable component in this package. Please note that this bonus is one-time component and not recurring.

b) The Income Tax or any other Tax in accordance with the existing laws and rules shall be payable by you.

c) You will be on probation for three months. Your probation will be confirmed after three months of your joining subject to your overall performance during probation. Salary, allowances and all other payments and benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to the deduction of appropriate taxes at source. As discussed in our subsequent interviews, you will be eligible for a mandatory performance evaluation upon completion of your probation period which is generally 3 months from the date of your joining.

d) Your compensation package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

e) When you sign this offer letter document, it is assumed that you commit to stay with the Company for a period of 2 years commencing from your joining date, unless your services are terminated by company. Company may take legal action in case of early disassociation.

2. Paid Time Off

October 4, 2021

Shristi Soni
Indore

Dear Shristi,

This is with reference to your application for an Internship role for a limited period at Fair Isaac India Software Pvt. Ltd. ("Company" or "FICO"). We are pleased to engage you on a temporary basis from January 3, 2022 to June 30, 2022. Your Internship is contingent on the results of a background check which may include a criminal record check and reference checks, and may include a review of education, work and medical history. If the results of your background check reveal information that is inconsistent with our standards, this offer may be rescinded, or your Internship with the Company may be subject to immediate termination.

1. You will be paid a consolidated stipend, of INR30000 per month (less tax withholding) during your Internship with us.
2. You will be paid a signing bonus of INR20000 along with your first payroll. In the event that you voluntarily terminate your Internship with FICO or your Internship is involuntarily terminated for reasons other than a reduction in force or position elimination within the Internship period, you agree to repay to FICO the full signing bonus amount.
3. You will be entitled to certain benefits specific to paid Company-recognized holidays, vacation time, and sick time throughout the limited period of your Internship with the Company. Details surrounding these benefits will be provided to you by separate document.
4. In addition to the above, you will be eligible to participate in the Fair Isaac Corporation Broad-Based Incentive Plan ("**BBIP**"). The BBIP may be amended from time to time, and to such degree, as determined by Fair Isaac Corporation. Your eligibility and rights under the BBIP will be governed solely by the terms of the plan, applicable Fair Isaac Corporation and Company policies, as from time to time established.
5. You will maintain the confidentiality of all the information you are exposed to and you will not attempt to discuss or disclose any information to anyone without the written permission of the undersigned.
6. During the period of your Internship with us, you will obey the instructions of your superiors and will work honestly and sincerely. You will observe all the rules and regulations maintained by the Company's employees. Company rules, regulations, and policies are available on Jive. It is expected that you will take time to review the Company rules, regulations, and policies at the start of your Internship.





7. It is expressly understood and agreed by you that the Internship being offered to you is for a limited period of time i.e. January 3, 2022 to June 30, 2022.
8. Your appointment in this Internship role does not create any liability whatsoever on the part of Fair Isaac India Software Private Limited, to offer you any employment part-time, temporary or permanent, beyond the period of validity of this letter of Internship appointment. Your Internship with Fair Isaac India Software Private Limited will, therefore, stand automatically terminated at 6.00PM on June 30, 2022.
9. We shall be fully within our rights to terminate your Internship with us at any time before the completion of the full period of your Internship described in this letter by giving 30 days' notice. If you, in turn wish to discontinue your Internship with us before the full expiry of the period described in this letter, you will do so by giving us at least 30 days advance notice in writing.
10. Your primary assignment will be outlined by your supervisor/manager. Your assigned Internship duties are subject to modification by FICO as our business and organization change and grow.

Kindly sign and return the duplicate copy of this letter as a token of your understanding and acceptance of these terms and conditions.

Yours sincerely,

Akash Bothera
HR Consulting-Vice President

ACCEPTANCE

To: Fair Isaac India Software Private Limited

I, Shristi, understand and accept the above terms and conditions.

Shristi Soni

Place: Bankhedi(dist.Hoshangabad)

Date: 08-Oct-2021



Reference: 2022/0016

Date: 20-Jan-2022

Letter of Offer

Dear Mr. / Ms. Shruti Kanugo

Further to your interview, we were pleased to inform you for the project internship in our Organization.

During this internship period you will get training in Java programming, besides that you will also get the chance to work on live project.

You are requested to join internship program with effect from January 20, 2022 from your home only due to this Covid-19 situation.

ROPS Consultancy Services holds the right to defer or cancel this offer at any time before or after your joining in case any information furnished by you is found incorrect or misleading.

The company has to be informed one month in advance, in case you decide to leave the internship, in the absence of such a notice or leave training in between, you will not be provided the internship certificate.

Thanking You,

Sincerely,

For ROPS Consultancy Services

Sadhana Paliwal

Executive-HR



02-Dec-2021

Shubham Soni
MCA Computer Application
Institute of Engineering and Technology Devi Ahilya Vishwavidyalaya, Indore

Dear Shubham Soni,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre- requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

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Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
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At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:

Private & confidential

Dear Siddharth Shukla,

We are pleased to extend a formal offer of employment for the position of Consultant (during probation period) with Rakuten Symphony India Private Limited. An appointment letter will be issued to you upon your joining the organization. Your appointment is subjected to the issuance by the company and the acceptance by you

Here are key particulars of our offer of employment to you.

1. Remuneration –

Stipend of INR 15250 per month for probation period.

Company will pay you an annual compensation package of INR 400000 after successful completion of your probation period in accordance with the company's payroll procedures as noted below: -

- o Salary of INR 360000 per annum provided @ 30000 per month basis
- o Onetime assured bonus of INR 40000. You will be eligible for this after 12 months of successful employment confirmation. This will be made available to you with the next month salary after eligibility subject to you being an active member on the payroll (i.e. not resigned or serving notice period) then

Your remuneration will be subject to review after 12 months of employment confirmation.

2. Probation – The first 3 months of your employment will be considered as Probation period. The period of your probation may be further extended or curtailed at the discretion of the company either during the probation period or during the extended period of probation. During the probation period, company will observe the candidate and may terminate the employment with or without notice without the need to provide explanation. You will be confirmed after satisfactory performance and conduct during the probation period.

3. Service Agreement – By virtue of the employment, the Company is investing with employee in training & evolving his/her skills set. If the employee considers extending employment beyond the probation period, the Company expects that employee shall serve the Company faithfully and diligently for a sustained period of 36 months thereafter. Based on this, Company shall form understanding with its client for continued availability of team members as well. Also, Company has provided for probation period to employee to evaluate if company is suitable based on employee considerations & his/her judgments. Considering this, if the employee were to breach this agreement by leaving the services of the company within 36 months after probation period for any reason whatsoever, he/she shall pay to the company by way of liquidated damages a sum of Rs. 300,000/- (Rs. Three Lac Only). If the payment is not made, the Company is entitled to sue the employee for breach of contract. The Company doesn't want to use the funds and would rather donate the same for charity purposes.

4. Notice period - On the unfortunate event of termination of the services

- a) You will be on probation till you are intimated in writing about the confirmation of your services. The period of your probation may be further extended or curtailed at the discretion of the company either during the probation period or during the extended period of probation. Team member will get regular feedback from the team lead and if the lead deems it suitable, the team member can be confirmed within or before 3 months. The confirmation at the expiry of the prescribed period of probation will not be deemed or presumes unless we have issued a letter to this effect. During the period of probation your



Fair Isaac India Software Pvt. Ltd
CIN U72200KA2003PTC032938
Registered Office:
Titanium Building
135 Airport Road
Kodihalli, Bangalore 560 017, India
T 91 80 4137 1700
F 91 80 4137 1701
Email: investor@fico.com
www.fico.com

October 4, 2021

Siddhi Jain
Indore

Dear Siddhi,

This is with reference to your application for an Internship role for a limited period at Fair Isaac India Software Pvt. Ltd. ("Company" or "FICO"). We are pleased to engage you on a temporary basis from January 3, 2022 to June 30, 2022. Your Internship is contingent on the results of a background check which may include a criminal record check and reference checks, and may include a review of education, work and medical history. If the results of your background check reveal information that is inconsistent with our standards, this offer may be rescinded, or your Internship with the Company may be subject to immediate termination.

1. You will be paid a consolidated stipend, of INR30000 per month (less tax withholding) during your Internship with us.
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5. You will maintain the confidentiality of all the information you are exposed to and you will not attempt to discuss or disclose any information to anyone without the written permission of the undersigned.
6. During the period of your Internship with us, you will obey the instructions of your superiors and will work honestly and sincerely. You will observe all the rules and regulations maintained by the Company's employees. Company rules, regulations, and policies are available on Jive. It is expected that you will take time to review the Company rules, regulations, and policies at the start of your Internship.



7. It is expressly understood and agreed by you that the Internship being offered to you is for a limited period of time i.e. January 3, 2022 to June 30, 2022.
8. Your appointment in this Internship role does not create any liability whatsoever on the part of Fair Isaac India Software Private Limited, to offer you any employment part-time, temporary or permanent, beyond the period of validity of this letter of Internship appointment. Your Internship with Fair Isaac India Software Private Limited will, therefore, stand automatically terminated at 6.00PM on June 30, 2022.
9. We shall be fully within our rights to terminate your Internship with us at any time before the completion of the full period of your Internship described in this letter by giving 30 days' notice. If you, in turn wish to discontinue your Internship with us before the full expiry of the period described in this letter, you will do so by giving us at least 30 days advance notice in writing.
10. Your primary assignment will be outlined by your supervisor/manager. Your assigned Internship duties are subject to modification by FICO as our business and organization change and grow.

Kindly sign and return the duplicate copy of this letter as a token of your understanding and acceptance of these terms and conditions.

Yours sincerely,

Akash Bothera
HR Consulting-Vice President

ACCEPTANCE

To: Fair Isaac India Software Private Limited

I, Siddhi, understand and accept the above terms and conditions.

Siddhi Jain

Place: _____

Date: _____



Reference: 2022/0014

Date: 20-Jan-2022

Letter of Offer

Dear Mr. / Ms. Suchitra Marshkole

Further to your interview, we were pleased to inform you for the project internship in our Organization.

During this internship period you will get training in Java programming, besides that you will also get the chance to work on live project.

You are requested to join internship program with effect from January 20, 2022 from your home only due to this Covid-19 situation.

ROPS Consultancy Services holds the right to defer or cancel this offer at any time before or after your joining in case any information furnished by you is found incorrect or misleading.

The company has to be informed one month in advance, in case you decide to leave the internship, in the absence of such a notice or leave training in between, you will not be provided the internship certificate.

Thanking You,

Sincerely,

For ROPS Consultancy Services

Sadhana Paliwal

Executive-HR



02-Dec-2021

Supriya Patel
MCA Computer Application
Institute of Engineering and Technology, Indore

Dear Supriya Patel,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



12-Jan-2022

Surbhi Chhipa
MCA Computer Application
Institute of Engineering and Technology Devi Ahilya Vishwavidyalaya, Indore

Dear Surbhi Chhipa,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:

Offer Letter

Date: 10th November 2021

Dear Suyash Choudhary,

We have pleasure in offering you as **Associate Software Engineer** with **Fourty Seven Billion Information Technologies Pvt. Ltd.**

Following are the terms and conditions –

1. Remuneration

a) Your remuneration will be 360000/- (25000/- per month gross – standard deductions will be deducted i.e., PF, Professional Tax, and TDS, if applicable plus onetime bonus of INR 60000/- which will be paid to you in April 2023 subject to you being an active member i.e., not resigned or serving notice period.) This Bonus is assured Bonus. There is no variable component in this package. Please note that this bonus is one-time component and not recurring.

b) The Income Tax or any other Tax in accordance with the existing laws and rules shall be payable by you.

c) You will be on probation for three months. Your probation will be confirmed after three months of your joining subject to your overall performance during probation. Salary, allowances and all other payments and benefits will be governed by the Company's rules as well as statutory provisions in force from time to time and subject to the deduction of appropriate taxes at source. As discussed in our subsequent interviews, you will be eligible for a mandatory performance evaluation upon completion of your probation period which is generally 3 months from the date of your joining.

d) Your compensation package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

2. Paid Time Off

You shall be eligible for paid leaves as per the Rules and Regulations of the company after three months of your joining, which shall be intimated to you from time to time. The Rules and Regulations pertaining to the paid leaves for the employees are subject to change without prior intimation and which shall be binding on the employee.



28th November 2021

Dear Tarun Gallani,

I am pleased to extend to you an offer of a full-time internship as a **Software Engineer Intern** at Valyrian Labs Pvt. Ltd. (Greendeck).

Greendeck.co is an innovative SaaS solution for online retailers to implement dynamic pricing and competitor intelligence to increase their revenue. The Company is managed by a young and experienced team with strong background and fundamentals. The Company's advisory and investment board include some of the most distinguished and eminent names from the European and Indian Internet industry, having experience in building & scaling up businesses.

The terms of the offer are as follows:

- **Starting date:** 10th December 2021.
- **End date:** 9th June 2022.
- **Stipend:** ₹ 20,000/- per month.
- **Daily commitment:** 8 hours per day (Mon-Fri).

If you have any questions you can contact Aditya at aditya.joshi@greendeck.co.

I hope that you will accept this offer. I know that you will fit in very well with our company culture!

Thanks,

Aditya Joshi

Aditya Joshi
Director – Valyrian Labs Pvt. Ltd.

You may indicate your agreement with these terms and accept this offer by signing and dating this agreement. Upon your acceptance of this internship offer, the Company will provide you with the necessary paperwork and instructions.

Sincerely,

On and behalf of the Company

Aditya Joshi

Aditya Joshi

Director - Valyrian Labs Pvt. Ltd.

By the Intern

Name: Tarun Gallani

Date:



Offer: Computer Consultancy
Ref: TCSL/DT20218199399/Mumbai
Date: 23/11/2021

Ms. Vedika Nabriya
10Chandra Shekhar Gali,
Mahidpur City,
Mahidpur-456443,
Madhy Pradesh.
Tel# 91-8319675147

Dear Vedika Nabriya,

Sub: Letter of Offer

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

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **7,30,034/-** 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 & Conditions). You will also be issued a letter of appointment at the time of your joining after

TCS Confidential
TCSL/DT20218199399

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

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

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



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 INR **15,000/-** 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 INR **7,500/-** 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 INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 3 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

accenture

**Come work at the
heart of change**



To,

Name : Vinayak Bhavsar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Vinayak Bhavsar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
 - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

“This is an electronically generated document does not require signatures”



Paresh Jaisinghani

Sep 1 2021

Subject- **Letter of Intent for Employment**

Dear **Paresh,**

The purpose of this letter is to inform you that your candidature has been selected for the position of the GET- Graduate Engineer Trainee in our company, Walkover. We are excited to have you as a part of our team. The stipend from the first month will be 15,000/- per month, it can increase/decrease based on your performance. Internship duration will be 6 month after that we will hire you as a Full-time employee.

The starting date of employment will be on or before 2, January 2022. The ctc will be 7.5 lpa and you will have to sign a two year retention agreement with us.

Please respond to me via email letting me know whether you accept this intent to offer. After acceptance, we can also discuss employment start date and other pertinent details.

We hope to receive a favourable response from you, and to welcome you onboard, very soon.

Regards,

Megha Saluja
HR Manager

Move forward. 
Take the world with you.

Infosys®

CAMPUS RECRUITMENT PROGRAM



Dear Candidate,

Congratulations! You have cleared the selection process of **Infosys** Campus Recruitment Program 2022 to receive a job offer for the **Systems Engineer** role .

The compensation offered for this role is **INR 3.6 lakhs per annum**.

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

Please feel free to write to us at talent.acquisition@infosys.com for any clarifications.

Regards,
Talent Acquisition,
Infosys

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