

20/03/2023

CHANDAN KUMAR C N
chandancn999@gmail.com
7019869529

Sub: "Letter of Internship"

Dear **CHANDAN KUMAR C N**,

Congratulations! We are pleased to engage you as Data Science Trainee at TuringMinds, a division of INSOFE Education Private Limited ("Company") basis this letter, on the following terms and conditions (the "Agreement"):

This Agreement entails the general terms and conditions of the internship_offer including compensation, general internship_benefit, and professional requirements.

Please review the summary of terms and conditions for your anticipated internship with the Company.

1. Your date of joining as a Data Scientist Intern shall be **29/03/2023**
2. Your orientation to the internship will be on **29/03/2023**
3. Until the time you complete your Under-Graduate Programme based on the conditions mentioned in this offer letter, you will be designated as an Intern.
4. You must report at TuringMinds Office situated at 5th Cross Rd, Sector 6, HSR Layout 5th Sector, Bengaluru, Karnataka 560102 on the date of joining.
5. Your training and project work for a duration of 12 months post completion of your graduation will be at 5th Cross Rd, Sector 6, HSR Layout 5th Sector, Bengaluru, Karnataka 560102.
6. During this period, as a Data Scientist Trainee you will be paid a stipend of INR 15,000 per month subject to conditions stipulated in Annexure - B. All payments made under this Agreement shall be subject to reduction to reflect taxes or other charges required to be withheld by law.
7. The compensation structure during your year 2 will be between USD 1,500 to USD 2,000 subject to visa approval. However, if your Visa gets rejected you will be paid an annual salary of INR 6,00,000 and your job location will be in India.
8. The stipend payable will start once the process of enrolment to the Masters Programme is complete.
9. This offer is conditional upon your satisfactory performance and successful completion of your under graduate coursework. Your offer is based on your outstanding academic record until now. The commencement of this engagement is subject to completion of your graduation on or before 01-Aug-2023, failing which this offer shall stand cancelled.
10. Your confirmation to the internship will be based on your performance as explained in the Annexure- A and Annexure – B. Subject to fulfillment of criteria specified in Annexure – A and Annexure- B, you will be promoted to the designation of Associate Data Scientist.
11. During the term of your internship, you agree to abide by the Company's Code of Conduct, rules, regulations, organization values and cultures.

12. Company shall be entitled to terminate this Agreement in accordance with the performance and behavioral criteria set out in Annexure- A and Annexure - B and in event of violations of the Company's code of conduct as per the Company policies.
13. Either you or the Company will be entitled to terminate this Agreement, without cause by serving a 2 months' notice period to the other party.
14. If the information you provided is incorrect or you resort to any unethical/objectionable behavior, the Company reserves the right to terminate the internship without any notice and liability on the Company.
15. You will not receive any financial support (Compensation/reimbursement of academic training) from the Company upon relieving you from your services.
16. The terms of this Agreement shall be governed in accordance with the law of India, and the competent courts in Hyderabad, Telangana shall have exclusive jurisdiction.
17. The Company will collect and process personal information, as defined under applicable data protection laws, as may be submitted by you from time to time for the purpose of its internship.
18. You acknowledge that you have had the opportunity to consult legal counsel and financial advisors, you have read and fully understand this letter and are signing this Agreement voluntarily and of your own free will, to obtain the benefits of this Agreement.

We are all delighted to be able to extend you this offer and look forward to working with you. To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to us as per the timeline mentioned below.

Offer Acceptance	23/03/2023
Onboarding documentation	29/03/2023

This offer will stand revoked if the above timelines are not being met and your candidature will be treated as a fresh application for recruitment if you would like to join us in the future.

For TuringMinds.ai
(A Division of upGrad INSOFE)

ACCEPTED AND AGREED:



Himanshi Sah
Sr. Manager - Human Resources

CHANDAN KUMAR C N

ANNEXURE -A
TERMS AND CONDITIONS OF INTERNSHIP

I. Performance Criteria

- a) You will be evaluated during your term with Company on different assessments and shall be accordingly provided with ratings depending upon your performance. We consider your conduct, performance in the training, participation etc. for evaluation. We will provide you quarterly feedback of the same.

II. Training during 12 months commencing from reporting date.

- a) You shall undergo several assessments and training as mandated by the Company to evaluate your performance during the Training Period. You shall be rated based on your performance in different training and assessment tests.
- b) You are expected to reach out to the human resources team of Company at least 15 (fifteen) days before completion of your final examinations to finalize a reporting date.

III. Nomination to the Program

- a) As a part of this internship, Company will nominate you to the programs (“Program”) mentioned below:

	University	Program
Year 1	Golden Gate University, San Francisco, CA	Post Graduate Certification Program in Full Stack Artificial Intelligence and Machine Learning
Year 2		MS in Full Stack Artificial Intelligence and Machine Learning

IV. Nomination Process for the Program

- a) The Company shall help you secure an admission with the above mentioned Programs and once the admission is confirmed, the Company at its sole discretion may help you secure an education loan from one of our partner financial institutions. Should you choose to avail an education loan, the terms and conditions including user agreements of the chosen partner financial institution will also be directly applicable to you and those agreements or terms shall remain outside the Company’s purview. You shall be solely responsible for repayments of the education loan and in no event shall the Company be liable in any manner whatsoever for any repayments relating to the said loan.
- b) Unless specified otherwise, you shall pay the fee directly to the University.
- c) Complete details of the Program along with all the curriculum, duration, terms, and conditions shall be shared with you separately prior to the commencement of the Program.

V. Completion of Program

- a) You have the right to complete the program at one go or complete the 2nd year of the masters later. In such cases where a deferment is sought, You can complete the second year of masters in 36 months from the date of completion of Year 1 however the enrolment to the Year 2 should be done no later than 12 months from the completion of Year 1.
- b) The assessment by the University to complete the Program shall be in addition to assessment and training by Company during the Training Period.
- c) You will be entitled to a Master's degree from the University on completion of the Program.

TuringMinds 

ANNEXURE – B

The reporting date mentioned may be subject to change. Accordingly, You are expected to reach out to the human resources team of Company at least 15 (fifteen) days before completion of your final examinations to finalize a reporting date.

- Performance rating will be based on assessments, participation in projects and behavior. You will be given a thorough assessment every quarter.
- You will be entitled to 2 leaves in a month however these leaves cannot be availed during the days when the training sessions are scheduled.
- In event of failure to secure more than 60% or a B - Grade on performance assessment after 12 months, you shall be subject to further training for a period of 6 months. During such an extended training period, you shall not be entitled to any Compensation from the Company.
- In case of failure to secure more than 60% after undergoing an extended training period of 6 months as mentioned above, Company shall be entitled to terminate your internship without any further intimation and any obligation to pay.
- In the event of termination of this Agreement, you shall be entitled to continue the Program with the University but your internship with the Company will be terminated.
- It shall be always your responsibility to repay the loan to bank/financial institutions including in the event you drop out of the Program, discontinue internship, or are terminated based on any policy violation or performance criteria.
- The Company shall not have any financial liability to you or any bank / financial institution in any case whatsoever.
- After completion of 12 months from your date of reporting, revised Compensation structure shall be shared with you, if and when applicable.



Mu Sigma

Date: September 09, 2022

Akshatha S
Candidate ID:C2023762
Moodlakatte Institute of Technology, Kundapura

Dear Akshatha ,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Your Decision Sciences Journey with us – Overview & Structure

During your course of employment, you will be learning and delivering value real-time every day.

Up to 120 Days: Induction & Training

You will undergo an immersive training in Mu Sigma's unique **Art of Problem Solving (AoPS™)** ecosystem to develop a problem-solving mindset that combines math, business, and technology with behavioral sciences & design thinking. You will be mentored to elevate your mindset, skillset, toolset, and you will be groomed by Decision Sciences practitioners who are abreast of current industry challenges and real-world problems, with access to Mu Sigma proprietary tools and central learning repository.

At the end of the program, you will be equipped with an experimentative, learning-driven and interdisciplinary approach to problem-solving and **you will be ready to be allocated in different fulfillment or enablement teams at Mu Sigma.**

Trainee Decision Scientist Journey

During your journey as a Trainee Decision Scientist, you will explore a wide range of cross-industry and cross-functional real-world problems with Fortune 500 customers across multiple industry verticals and business horizontals. You will have a 360° view to problem-solving and will experience the full life-cycle of a problem, all the way from problem-definition to solution implementation within the customer organization. You will observe first-hand, the impact of your work on the decisions of leading global organizations and innovate closely with the CXOs and senior leadership of industries.

Apprentice Leader Journey

Subject to satisfactory performance, you will be promoted to an Apprentice Leader (AL). As an AL, you will be a member of Mu Sigma's leadership community. You will be tasked with driving revenue growth, managing key accounts and customer relationships, mentoring Trainee Decision Scientists (TDS), and contributing to organizational initiatives.

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CIN: U74140KA2005PTC036309

TERMS & CONDITIONS

Joining Date:

- We are pleased offer you the position of Trainee Decision Scientist with **Mu Sigma Business Solutions Private Limited** ('Company'). Your exact Date of Joining will be communicated on a later date.

Compensation:

- Once you execute the contract of employment and come on rolls of the Company on the communicated employment start date, your Cost to Company as mentioned in the Annexure 1.

Medical Insurance:

- In addition to the above, you will also be eligible for Medical Insurance covering hospitalization expenses of up to **INR 300,000** for you and up to three of your dependents defined as per Company medical insurance scheme.
- Critical Illness benefit cover: This will be in the form of a one-time payment of sum insured as per the company policy. This payment will be made only on the first instance of critical illness in the lifetime of the employee. This is applicable only for the employee.

General:

- This letter shall be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered as a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and conditions of this Offer Letter and the right to revoke this Offer Letter without cause and without notice period of such revocation up to any time.
- You will be required to submit documents such as educational certificates, ID proof / Address proof, Aadhaar card, photographs. PAN etc. in due course and execute agreements, which includes standard non-disclosure and inventions assignment agreements and appointment letter/contract of employment between you and the Company.
- You may write to us at campus_india@mu-sigma.com for any queries regarding this offer.

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CIN: U74140KA2005PTC036309



Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name

Signature

Date

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

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Mu Sigma

Annexure 1

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	Total compensation on Joining till Jan 2025	5,00,000 (PA)				
2	1st Jump - Jan 2025 Compensation Revision		6,50,000 (PA)			
3	2nd Jump - Jan 2026 Compensation revision			8,00,000 (PA)		
4	3rd Jump - Jan 2027 Compensation revision				10,50,000 (PA)	
5	Total Cost to Company					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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CIN: U74140KA2005PTC036309

Date: 28/12/2022

To
AMAR BALAGANV,
amarbalaganv@gmail.com,
6366611521.

Dear **AMAR BALAGANV,**

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING, and COLLABORATION** in people.

This letter of intent is made to you based on your performance in our Assessment and final round of interview. You are required to undergo our intense 6-month, **Training Program**. Post the successful completion of the Training, you will be hired as a full-time employee of **TekWorks**. **You will be paid INR 10,000 per month** as a stipend during these 6 months of training.

After successful completion of your college degree graduation and the **Training Program**, **you will be issued an offer letter** with a minimum salary package of INR 3.5 lakhs per annum with mentioning your salary details and that you will be hired on the payrolls of **TekWorks** from **August 2023**. We look forward to you beginning your career with **our Training Program** within 1st week of **Feb 2023**.

Please complete your joining formalities as per our instructions from Our HR Team. Kindly be ready with all your documents (Originals and attested) to complete your joining formalities.

We request you to get in touch with the HR team in case you need any further assistance and support at info@tekworks.in. **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director



GLOBAL QUEST
TECHNOLOGIES

OFFER LETTER

Date: 08/11/22

Dear Amar C Balaganv,

We are happy to inform you that you have shortlisted in our CSR Drive Screening test.

Training in our incubation / organisation centre starts on **14th NOVEMBER 2022.**

On the date of joining we would explain you in detail the schedules.

Note:

- We do not charge for the complete training which takes 4 to 6 Months.
- We do not charge you for any interviews & Placement activities conducted at our end.
- The Training Includes **JAVA /PYTHON FULL STACK, TESTING (MANUAL & AUTOMATION), SQL, APTITUDE & SOFTSKILLS.**
- No other programmes are included in this training module.
- Online & Offline classes will be provided. (**Depending on the Circumstances**)

Rules:

Following rules to be followed for placement activities:

- You should have 95% Attendance in classroom and online / practical sessions.
- You should be ready to relocate different cities for Job / Interviews(PAN INDIA)
- Complete the given assignments on time.
- Bring the offer letter on the first day with 10th, 12th, Degree Documents & any other Gov. ID Proof.
- You should also require to attach understanding agreement letter.

This letter is valid on the date of joining. If you join on any other date free training will not be valid. You may have to pay the fees.

We welcome you to be part of Our Organization for a long and beneficial career.

USN NO: 4MK19EC002

College Name: Moodlakatte Institute Of Technology, Kundapura.

Thanking you

Rashmi.GR

HR Director

Global Quest Technologies



#1800, 1st Floor, 8th Main Road
Opposite Jakkur Aerodrome Judicial
Layout, Yelahanka Bengaluru -
560065



+91 944 840 3469
080 - 4128 0009



Info@gqtech.in
www.gqtech.in

Date: 28/12/2022

To
Amulya shetty,
amulyashetty219@gmail.com,
9731198838.

Dear Amulya shetty,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING, and COLLABORATION** in people.

This letter of intent is made to you based on your performance in our Assessment and final round of interview. You are required to undergo our intense 6-month, **Training Program**. Post the successful completion of the Training, you will be hired as a full-time employee of **TekWorks**. **You will be paid INR 10,000 per month** as a stipend during these 6 months of training.

After successful completion of your college degree graduation and the **Training Program**, **you will be issued an offer letter** with a minimum salary package of INR 3.5 lakhs per annum with mentioning your salary details and that you will be hired on the payrolls of **TekWorks** from **August 2023**. We look forward to you beginning your career with **our Training Program** within 1st week of **Feb 2023**.

Please complete your joining formalities as per our instructions from Our HR Team. Kindly be ready with all your documents (Originals and attested) to complete your joining formalities.

We request you to get in touch with the HR team in case you need any further assistance and support at info@tekworks.in. **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

Date: 28/12/2022

To
CHANDAN KUMAR C N,
chandancn999@gmail.com,
7019869529.

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Sridhar Tirumala
Managing Director



GLOBAL QUEST
TECHNOLOGIES

OFFER LETTER

Date: 08/11/22

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www.gqtech.in



Mu Sigma

Date: September 09, 2022

Chandan Kumar C N
Candidate ID:C2023764
Moodlakatte Institute of Technology, Kundapura

Dear Chandan ,

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CIN: U74140KA2005PTC036309



Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name

Signature

Date

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

Annexure 1

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	Total compensation on Joining till Jan 2025	5,00,000 (PA)				
2	1st Jump - Jan 2025 Compensation Revision		6,50,000 (PA)			
3	2nd Jump - Jan 2026 Compensation revision			8,00,000 (PA)		
4	3rd Jump - Jan 2027 Compensation revision				10,50,000 (PA)	
5	Total Cost to Company					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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CIN: U74140KA2005PTC036309

Date: 28/12/2022

To
Chetana .,
chetanashetty22@gmail.com,
+919731120429.

Dear Chetana .,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING, and COLLABORATION** in people.

This letter of intent is made to you based on your performance in our Assessment and final round of interview. You are required to undergo our intense 6-month, **Training Program**. Post the successful completion of the Training, you will be hired as a full-time employee of **TekWorks**. **You will be paid INR 10,000 per month** as a stipend during these 6 months of training.

After successful completion of your college degree graduation and the **Training Program**, **you will be issued an offer letter** with a minimum salary package of INR 3.5 lakhs per annum with mentioning your salary details and that you will be hired on the payrolls of **TekWorks** from **August 2023**. We look forward to you beginning your career with **our Training Program** within 1st week of **Feb 2023**.

Please complete your joining formalities as per our instructions from Our HR Team. Kindly be ready with all your documents (Originals and attested) to complete your joining formalities.

We request you to get in touch with the HR team in case you need any further assistance and support at info@tekworks.in. **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

OFFER LETTER

Date: 08/11/22

Dear Chetana,

We are happy to inform you that you have shortlisted in our CSR Drive Screening test.

Training in our incubation / organisation centre starts on **14th NOVEMBER 2022.**

On the date of joining we would explain you in detail the schedules.

Note:

- We do not charge for the complete training which takes 4 to 6 Months.
- We do not charge you for any interviews & Placement activities conducted at our end.
- The Training Includes **JAVA /PYTHON FULL STACK, TESTING (MANUAL & AUTOMATION), SQL, APTITUDE & SOFTSKILLS.**
- No other programmes are included in this training module.
- Online & Offline classes will be provided. (**Depending on the Circumstances**)

Rules:

Following rules to be followed for placement activities:

- You should have 95% Attendance in classroom and online / practical sessions.
- You should be ready to relocate different cities for Job / Interviews(PAN INDIA)
- Complete the given assignments on time.
- Bring the offer letter on the first day with 10th, 12th, Degree Documents & any other Gov. ID Proof.
- You should also require to attach understanding agreement letter.

This letter is valid on the date of joining.If you join on any other date free training will not be valid.
You may have to pay the fees.

We welcome you to be part of Our Organization for a long and beneficial career.

USN NO: 4MK19CS010

College Name: Moodlakatte Institute Of Technology, Kundapura.

**Thanking you
Rashmi.GR**

**HR Director
Global Quest Technologies**



Date: 28/12/2022

To
Hemanth j m,
hemanthhemanthjm21797@gmail.com,
6361196611.

Dear Hemanth j m,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING, and COLLABORATION** in people.

This letter of intent is made to you based on your performance in our Assessment and final round of interview. You are required to undergo our intense 6-month, **Training Program**. Post the successful completion of the Training, you will be hired as a full-time employee of **TekWorks**. **You will be paid INR 10,000 per month** as a stipend during these 6 months of training.

After successful completion of your college degree graduation and the **Training Program**, **you will be issued an offer letter** with a minimum salary package of INR 3.5 lakhs per annum with mentioning your salary details and that you will be hired on the payrolls of **TekWorks** from **August 2023**. We look forward to you beginning your career with **our Training Program** within 1st week of **Feb 2023**.

Please complete your joining formalities as per our instructions from Our HR Team. Kindly be ready with all your documents (Originals and attested) to complete your joining formalities.

We request you to get in touch with the HR team in case you need any further assistance and support at info@tekworks.in. **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

OFFER LETTER

Date: 08/11/22

Dear Hithaishree G C,

We are happy to inform you that you have shortlisted in our CSR Drive Screening test.

Training in our incubation / organisation centre starts on **14th NOVEMBER 2022.**

On the date of joining we would explain you in detail the schedules.

Note:

- We do not charge for the complete training which takes 4 to 6 Months.
- We do not charge you for any interviews & Placement activities conducted at our end.
- The Training Includes **JAVA /PYTHON FULL STACK, TESTING (MANUAL & AUTOMATION), SQL, APTITUDE & SOFTSKILLS.**
- No other programmes are included in this training module.
- Online & Offline classes will be provided. (**Depending on the Circumstances**)

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Following rules to be followed for placement activities:

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- You should be ready to relocate different cities for Job / Interviews(PAN INDIA)
- Complete the given assignments on time.
- Bring the offer letter on the first day with 10th, 12th, Degree Documents & any other Gov. ID Proof.
- You should also require to attach understanding agreement letter.

This letter is valid on the date of joining.If you join on any other date free training will not be valid.
You may have to pay the fees.

We welcome you to be part of Our Organization for a long and beneficial career.

USN NO: 4MK19CS017

College Name: Moodlakatte Institute Of Technology, Kundapura.

Thanking you

Rashmi.GR

HR Director

Global Quest Technologies





Mu Sigma

Date: September 09, 2022

Hithaishree G C
Candidate ID:C2023763
Moodlakatte Institute of Technology, Kundapura

Dear Hithaishree ,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

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Your Decision Sciences Journey with us – Overview & Structure

During your course of employment, you will be learning and delivering value real-time every day.

Up to 120 Days: Induction & Training

You will undergo an immersive training in Mu Sigma's unique **Art of Problem Solving (AoPS™)** ecosystem to develop a problem-solving mindset that combines math, business, and technology with behavioral sciences & design thinking. You will be mentored to elevate your mindset, skillset, toolset, and you will be groomed by Decision Sciences practitioners who are abreast of current industry challenges and real-world problems, with access to Mu Sigma proprietary tools and central learning repository.

At the end of the program, you will be equipped with an experimentative, learning-driven and interdisciplinary approach to problem-solving and **you will be ready to be allocated in different fulfillment or enablement teams at Mu Sigma.**

Trainee Decision Scientist Journey

During your journey as a Trainee Decision Scientist, you will explore a wide range of cross-industry and cross-functional real-world problems with Fortune 500 customers across multiple industry verticals and business horizontals. You will have a 360° view to problem-solving and will experience the full life-cycle of a problem, all the way from problem-definition to solution implementation within the customer organization. You will observe first-hand, the impact of your work on the decisions of leading global organizations and innovate closely with the CXOs and senior leadership of industries.

Apprentice Leader Journey

Subject to satisfactory performance, you will be promoted to an Apprentice Leader (AL). As an AL, you will be a member of Mu Sigma's leadership community. You will be tasked with driving revenue growth, managing key accounts and customer relationships, mentoring Trainee Decision Scientists (TDS), and contributing to organizational initiatives.

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CIN: U74140KA2005PTC036309

TERMS & CONDITIONS

Joining Date:

- We are pleased offer you the position of Trainee Decision Scientist with **Mu Sigma Business Solutions Private Limited** ('Company'). Your exact Date of Joining will be communicated on a later date.

Compensation:

- Once you execute the contract of employment and come on rolls of the Company on the communicated employment start date, your Cost to Company as mentioned in the Annexure 1.

Medical Insurance:

- In addition to the above, you will also be eligible for Medical Insurance covering hospitalization expenses of up to **INR 300,000** for you and up to three of your dependents defined as per Company medical insurance scheme.
- Critical Illness benefit cover: This will be in the form of a one-time payment of sum insured as per the company policy. This payment will be made only on the first instance of critical illness in the lifetime of the employee. This is applicable only for the employee.

General:

- This letter shall be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered as a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and conditions of this Offer Letter and the right to revoke this Offer Letter without cause and without notice period of such revocation up to any time.
- You will be required to submit documents such as educational certificates, ID proof / Address proof, Aadhaar card, photographs. PAN etc. in due course and execute agreements, which includes standard non-disclosure and inventions assignment agreements and appointment letter/contract of employment between you and the Company.
- You may write to us at campus_india@mu-sigma.com for any queries regarding this offer.

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CIN: U74140KA2005PTC036309



Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name

Signature

Date

Mu Sigma Business Solutions Private Limited

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Mu Sigma

Annexure 1

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
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CIN: U74140KA2005PTC036309

OFFER LETTER

Date: 08/11/22

Dear Inchara C,

We are happy to inform you that you have shortlisted in our CSR Drive Screening test.

Training in our incubation / organisation centre starts on **14th NOVEMBER 2022.**

On the date of joining we would explain you in detail the schedules.

Note:

- We do not charge for the complete training which takes 4 to 6 Months.
- We do not charge you for any interviews & Placement activities conducted at our end.
- The Training Includes **JAVA /PYTHON FULL STACK, TESTING (MANUAL & AUTOMATION), SQL, APTITUDE & SOFTSKILLS.**
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- Complete the given assignments on time.
- Bring the offer letter on the first day with 10th, 12th, Degree Documents & any other Gov. ID Proof.
- You should also require to attach understanding agreement letter.

This letter is valid on the date of joining. If you join on any other date free training will not be valid. You may have to pay the fees.

We welcome you to be part of Our Organization for a long and beneficial career.

USN NO: 4MK19CV005

College Name: Moodlakatte Institute Of Technology, Kundapura.

Thanking you

Rashmi.GR

HR Director

Global Quest Technologies



Date: 28/12/2022

To
Jayanti Devadig,
jayantidevadig2001@gmail.com,
+919972772003.

Dear Jayanti Devadig,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING, and COLLABORATION** in people.

This letter of intent is made to you based on your performance in our Assessment and final round of interview. You are required to undergo our intense 6-month, **Training Program**. Post the successful completion of the Training, you will be hired as a full-time employee of **TekWorks**. **You will be paid INR 10,000 per month** as a stipend during these 6 months of training.

After successful completion of your college degree graduation and the **Training Program**, **you will be issued an offer letter** with a minimum salary package of INR 3.5 lakhs per annum with mentioning your salary details and that you will be hired on the payrolls of **TekWorks** from **August 2023**. We look forward to you beginning your career with **our Training Program** within 1st week of **Feb 2023**.

Please complete your joining formalities as per our instructions from Our HR Team. Kindly be ready with all your documents (Originals and attested) to complete your joining formalities.

We request you to get in touch with the HR team in case you need any further assistance and support at info@tekworks.in. **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

Date: 14-Feb-2023



Ref. No.: RT1/EEI/2223/2304

Mr. Jeeth Kumar Singh
S/O Parasnath Singh,
2-50 Koteswar
Udupi 576222

Dear Jeeth,

Thank you for exploring career opportunities with us and it is our pleasure to welcome you to **Robosoft Technologies India Pvt Ltd**. You have successfully completed our initial selection process and we are pleased to make you an offer. We believe your skills and experience is an excellent match for our company. You have been selected for the position of **Trainee Software Engineer (Band T1)**. Your employment will be effective from your date of joining, which shall be on or before **01-Aug-2023**.

Under the terms of this offer:

Your employment with **Robosoft Technologies India Pvt Ltd** is deemed to be confirmed after **6 (six)** months of your joining unless you are communicated otherwise within the said period. This confirmation is subject to satisfactory performance of the services expected of you.

Your "Annual cost-to-company" will be **INR 4,50,000 (Rupees Four Lakhs Fifty Thousand Only)** Please refer Annexure-I for details on the compensation and statutory deductions.

Your work location of position will be **Udupi**, but you may be required to work in any other place as per the requirement of the Company and The Company also reserves the right to change the position for which you are being hired and/or your duties. As per company requirements you may have to work remotely from time to time as per business needs or government mandate.

You will be issued a letter of appointment with all (i) terms & conditions of the employment at the time of your joining or earlier once you have accepted the Offer and (ii) the terms and conditions set forth in the Service Rules of the Company as amended from time to time. You are required to complete the pre joining formalities as per the Company Policy before the Date of Joining.

As an employee of the Company, you will have access to certain Company confidential information and you may, during your employment, develop certain information or inventions, which will become the property of the Company, or its parent or subsidiary companies, or that of its customers or partners. You will need to sign the Company's letter of appointment as a condition of your employment on the day of joining as well as a separate Non Disclosure Agreement. We wish to impress upon you that we do not wish you to bring any confidential or proprietary material of any former employer or to violate any other obligation to your former employers, if any. Also, you represent that you are not subject to any restrictions that prevent you from working for the Company.

This offer of employment is subject to the following conditions:

Robosoft Technologies Private Limited

217, NH 66, Santhekatte, New Udupi - 576 105, India • Tel: 91 820 2593930 • info@robosoftin.com • www.robosoftin.com
Corporate ID No., U72900KA2000PTC027961

- a. You being found medically fit pursuant to the detailed medical check up to be carried out at Company approved hospital/ clinic;
- b. The Company will be entitled to conduct background checks carried out either on own or through an external agency and you hereby expressly grant the Company the permission to do so and waive and all rights under applicable law in this regard; and
- c. All information and data furnished by you to the Company, based on which this offer of employment is made, being found true and correct.

This offer letter is also subject to your executing a Service Agreement for 36 months, in the prescribed proforma with our Company, on successful completion of your academics and before joining our Company. A copy of the said proforma is available with our HR personnel for your review.

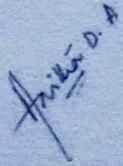
It gives us a great pleasure to invite you to join the Robosoft family. We will be delighted to have you as part of our growing family and be a key contributor to the success of Robosoft Technologies. Please confirm your acceptance of this offer by signing and returning one of the original offer letters before **17- Feb-2023 after which time this offer will be considered to have been withdrawn by the Company without further notice to you.**

You are expected to produce, before joining, a set of documents as mentioned in Annexure-II. Any pending documents are required to be submitted on the date of joining.

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

In case of further clarifications, please get in touch with our Human Possibilities Team (E-Mail: hrd@robosoftin.com , Contact No: - 0820 – 2593930, +91-9980535064).

Best Regards,



Anitha D Aiyappa
Vice President – Human Possibilities

I accept the Offer as outlined above

Jeet kumar singh
[Signature]

Jeet kumar singh
[Name]

16/02/2023
[Date]

ANNEXURE – I

Your Compensation Package, on CTC (Cost to Company) basis, shall be INR 4,50,000 per annum, as detailed below:

Sl No.	Component	Amount in Rupees per month	Amount in Rupees per annum	Description
1	Basic Salary	15,000	1,80,000	Paid monthly
2	House Rent Allowance	6,000	72,000	Paid monthly
3	Conveyance Allowance	1,600	19,200	Paid monthly
4	Medical Re-imbursement	1,250	15,000	Paid monthly
5	Food & Refreshments	1,000	12,000	Paid monthly by meal coupons
6	Leave Travel Allowance	1,250	15,000	Paid monthly
7	Other Allowance	4,529	54,346	Paid monthly
	Annual Gross Salary (Total of components 1 to 7)	30,629	3,67,546	
8	Provident Fund (Employer's Contribution)	1,800	21,600	Employer's contribution paid monthly
9	Medical Insurance Premium	600	7,200	Paid directly by the Company
10	Gratuity	721	8,654	Paid directly by the Company
	Total Fixed	33,750	405,000	
11	Variable Pay I	3,750	45,000	Paid at the end of the year based on Individual performance
	Total CTC	37,500	4,50,000	

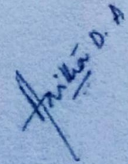
- (a) Group Medical insurance coverage: You would be eligible to be covered under the Group Medical insurance coverage of the company with a cover of 5 LAKHS applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you, that is additional Medical Insurance Premium charges of INR 9,000 per annum (approximately). If enrolment of parents is not opted for, the applicable cover (for self only or self + spouse + up to 2 children) will be 4 LAKHS.
- (b) Personal Accident Insurance coverage: Company provides Personal Accident Insurance for employee, the coverage of this insurance is INR 2 Lakhs, the applicable premium is part of CTC.
- (c) Variable Pay: - Variable Pay (VP) amount mentioned shall be payable as per Variable Pay Policy applicable for the Financial Year.
- (d) Food Coupon: - Food Coupon provided by the Company based on voluntary declaration and is tax exempted. One can opt for INR 1000/- per month or INR 2000/- per month as part of initial declarations upon joining the Company.
- (e) Gratuity:- Payment of Gratuity will be governed by "Payment of Gratuity Act 1972" and subjected to applicable taxes as per Indian Income Tax Act.

- (f) Employee Provident Fund: - 12% of Basic Salary or INR 1800 Per Month. EPF applicable both from Employer and Employee's side contribution shall be deducted from monthly Gross salary.
- (g) Employee State Insurance Act:- Until your monthly wages are less than INR 21,000/- or such other amount prescribed by law, you will be covered under Employee State Insurance Act , 1948 (ESIC) and will entitled to avail benefits under the same.
- (h) This is a full-time employment requiring minimum of 45 hours per week. Your regular weekly schedule will be Monday to Friday 09:00am-06:00pm.
- (i) You will be eligible for 12 days of earned leaves and 12 days of Sick/casual leaves per annum.
- (j) You will be on Probation for the first six months of your service. We will follow a formal confirmation process at the end of six months subject to satisfactory performance of the services expected of you.
- (k) Notice of termination – Voluntary or Involuntary: We wish for a long & fulfilling career at Robosoft. However, if the situation so arises wherein either you or the employer wishes to terminate employment, a three months' notice is mandatory in case of confirmed employees. If during probation, a notice of one month is compulsory.

Statutory deductions towards Professional Tax, Income Tax and any other taxes as applicable shall be effected from the monthly gross salary.

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

Yours sincerely,



Anitha D Aiyappa
Vice President – Human Possibilities

I accept the Offer as outlined above

Jeet Kumar Singh

[Signature]

Jeet Kumar Singh

[Name]

16/02/2023

[Date]

ANNEXURE – II

List of documents to be brought on the date of joining

1) Identity & Address Proof:

- a. PAN Card
- b. Aadhaar Card
- c. Passport
- d. Voter ID card or Driving License or Ration Card

Two sets of photo-copies of the above documents required

2) Academic Records:

- a. Bachelor's Degree Certificate + Final Mark List
- b. 12th Standard/PUC Mark List
- c. 10th Standard Mark List
- d. PG Degree/Diploma / Any other relevant Degree Certificate + Final Mark List (if applicable)

3) Records of previous Work experience

- a. Work Experience certificate from all past employers
- b. Relieving letter from the immediate past employer
- c. Appointment Letter from the immediate past employer
- d. Pay-slips for the past 3 months

One set of photo-copies of all the above documents in SI 2 and SI 3.

4) 10 Passport size + 1 Stamp Size Photos

5) For reference and antecedents' verification:

Contact details of 2 senior team members (lead/managerial level or above)/ HR officials from your immediate 2 past companies (In case you have worked only in 1 company, please provide 2 contacts from the same company)

- i. Name
- ii. Designation
- iii. Email address
- iv. Mobile Phone number



genpact
Transformation
Happens Here

April 20,2023
Karthik S Maddodi
9008752641

Dear Karthik S Maddodi,

Sub: Appointment letter

We are pleased to offer you an appointment with Genpact ("Company") as **Associate** under the following terms and conditions:

TERMS AND CONDITIONS

1. Your annual Cost to Company (CTC) will be as indicated in Annexure II attached herewith.
2. Your initial place of work will be **India>Hyderabad>Hyderabad Pocharam IN – Office**. However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the Company or any of its associated or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.
3. If at the time of joining, your assigned place of work is different from your current location ("Relocation"), the Company Guest House can be availed by you. The guest house can be availed for a period of 15days. The Company shall, in lieu of the accommodation provided, make a monthly deduction of Rs. 250 for a period of 24 Months. Further, in case of termination of employment by either party, before such amount has been fully recovered by the Company, the Company shall deduct the balance amount from your full and final settlement.
4. The Company will be working 7 days a week, twenty-four hours a day. You will be expected to attend office – except while traveling on business as assigned to you by your supervisors and as per applicable laws in force. Weekly off will be governed as per applicable regulations & Company policies.
5. You shall be required to provide the Company all documents and information as set forth in Annexure I of this appointment letter.
6. You will be entitled to twenty-five working days leave per annum subject to prior approval by the Company. Accumulation / carry-forward of leave will be governed as per the existing Company policy on the subject.
7. You will be on probation for six months from the date of joining, which may be extended by the Company at its discretion. Your services at the end of the Probation period shall be treated as confirmed, unless specifically extended by the company in writing. During the probation period, either party may terminate this contract by giving 60 (Sixty) days' notice in writing in the manner referred to in clause 9 or payment of 60 days salary in lieu thereof. If you chose not to serve the notice period, if applicable, the Company also reserves the right to recover from you all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company in addition to notice pay. However the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.

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8. Notice to terminate this contract will be accepted by the Company only when it is issued in a form wherein your identity is ascertainable (such as hard copy letter with original signatures). Notice of termination in electronic form where such identity cannot be ascertained such as SMS or personal email shall not be accepted as adequate notice of termination for the purposes of this agreement

9. Post confirmation, your services may be terminated by either party, giving notice in writing as mentioned in clause 8 for 60 (Sixty) days or payment of salary in lieu thereof. If you chose not to serve the notice period, if applicable, the Company reserves the right to recover from you all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company in addition to notice pay. However the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.

10. The Company reserves the right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.

11. Absence for a continuous period of eight days without prior approval of your supervisors, (including overstay of leave / training), would be treated as abandonment of service and can lead to your services being terminated without notice. In such an eventuality the Company reserves the right to recover from you, all expenses incurred with regard to any training and development, special education, up skilling or on the job training imparted by the Company or damages suffered by Company due to loss of billing.

12. You will automatically retire on attaining the age of 60 years.

13. Whilst employed by the Company:

- You will not be permitted to undertake any other full time or part time employment or engage in any external activities of a commercial nature without prior written approval.
- You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisors and others authorized by the Company to assign such duties and responsibilities. Your performance evaluation will be done periodically by your supervisors as per the Company appraisal system.
- Except in the ordinary course of your employment, you shall not divulge to any third party any information regarding the affairs or business matters of the Company or information regarding its customers without prior written approval. All information that comes to your knowledge by reasons of your employment with the Company is deemed to be confidential and any breach thereof, shall be deemed to be a violation of the Company policies and treated in accordance of clause
- You confirm that there is no litigation /conviction against you before any Court of law which involves any criminal offence or offences involving moral turpitude.
- You confirm that you have disclosed fully all of your business interests in the Company – whether or not they are similar to or in conflict with the business (es) or activities of the Company, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between Genpact and you or any immediate relatives, Also, you agree to disclose fully and immediately to the Company any such interests or circumstances which may arise during your employment.
- You will be required to apply and maintain the highest standards of personal conduct and integrity and keep yourself informed and comply with all Company policies and procedures.

14. Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to any amount in lieu of notice.

15. Upon separation from the Company on account of either resignation or termination, you will be required to immediately return to the Company, all assets and property (including any leased assets) of the Company including documents, files, books, papers, training material and memos whether in hard of soft copy which is in your possession or custody.



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16. The Company shall, at its discretion, conduct background, reference and medical checks including screens for substance use as per company policy and this offer is conditional upon the result of such checks. In the event the results of such background / reference checks or screens for substance use are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer at any time.

17. You are required to submit your relieving letter in original from your previous employer (if applicable) within 45 days of your joining the Company failing which your employment with the Company shall be liable for termination without prior notice.

18. All terms and conditions will be governed by the Company's policies as stated from time to time and the Company may in its sole discretion as it deems fit revoke or change such policies.

19. The terms of this offer shall be kept strictly confidential. You shall execute all other documents as may be required to give effect to this offer.

20. Any and all disputes arising in connection with the appointment letter shall be referred to arbitration which shall be conducted in accordance with the Arbitration and Conciliation Act, 1996 by a Sole Arbitrator appointed by the General Counsel of the Company. The venue of the Arbitration shall be **Hyderabad** and the language shall be English. You agree to submit yourself to the exclusive territorial jurisdiction of courts at **Hyderabad**.

Your assignment is effective from **May 08, 2023**.

Kindly sign and return a copy of this letter. Please initial each page in acceptance of the terms and conditions set out herein latest by 15 days from the issuance of the letter else this offer stands automatically withdrawn.

We welcome you and wish you every success in your career with Genpact.

You are requested to come on the joining date at 9:15 am at Genpact, **India>Hyderabad>Hyderabad Pocharam IN – Office**.

Warm regards,

For Genpact India Pvt. Ltd.

Ramit Tyagi
Assistant Vice President–HR

Accepted and Agreed

Karthik S Maddodi

Genpact India Private Limited
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Annexure I

Listed below are the mandatory documents (in photocopy) you are required to furnish at the time of joining.

1. Professional Relieving letter from previous employer (last employment) only.
 2. If already a member of a provident fund (PF) scheme with previous employer, then;
 - a. Employer's name
 - b. Provident Fund account number from your previous employer
 - c. Universal account number provided by your previous employer
 - d. Employee Pension number provided by your previous employerOR
 - e. Date of joining & leaving from previous employer
 - f. Copy of Passport in case of International Workers(it should contain Nationality, Passport number, Country of issue, Date of issue, Valid up to)
 3. Below mentioned KYC (Know Your Customer) Documents
 - a. Copy of PAN
 - b. Copy of Aadhaar Card.
 - c. Signed Cancelled Cheque with your name printed on it (In case your name is not printed on the Cheque, please attach last 3 months bank statement along with the Cheque)
 4. If your salary is less than or equal to the applicable limit mentioned in the ESI Act, 1948[1] you will need to enroll for ESIC (Employee State Insurance Corporation) which is a Govt. regulation therefore please carry;
 - a. 3 Post card size (4X7) photographs of yourselfOR
 - b. If you would like your family covered Family group Photograph of immediate family (4X7, 3 Copies of the same photograph), only members in the photo will be covered, Photos should be clear and have only your immediate family who are your dependents.
- *Please check the company policy for the applicable limit
5. 4 recent Passport size Photograph
 - a. One for Genpact ID card
 - b. One for opening a new account if you do not have an one with ICICI/HDFC/Axis
 - c. Two for PAN card application if you do not have one

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ANNEXURE - II
COMPENSATION DETAILS

NAME	Karthik S Maddodi
BAND	5A
DESIGNATION	Associate
LOCATION	India>Hyderabad>Hyderabad Pocharam IN - Office
COMPONENTS	AMOUNT (PER ANNUM)
BASIC PAY	180,000.00
EMPLOYER CONTRIBUTION TO PF	21,600.00
HOUSING RENT ALLOWANCE	38,400.00
FIXED PAY	240,000.00
ANNUAL PERFORMANCE BONUS*(APB)	7200
PERFORMANCE/PRODUCTION LINKED INCENTIVE(VIC)**	AMOUNT (PER ANNUM)
Best Performer	48,000.00
Average Performer	27,600.00
Low Performer	0.00
Total Earning Potential	Amount (Per Annum)
Best Performer	295,200.00
Average Performer	274,800.00
Low Performer	247,200.00
Benefits	Amount (Per Annum)
Life Insurance Including Employee Deposit Linked Insurance Scheme(EDLIS)	16,01,000.00
Personal Accident/Disability Insurance (For Employee)	10,00,000.00
Medical Insurance (For Employee)	100,000.00
Interest Free Soft Loan (Post 6 Months)	10,000.00
Out Patient Medical Facilities at Office	Free

For Genpact India Pvt. Ltd.

Accepted and Agreed

Ramit Tyagi
Assistant Vice President-HR

Karthik S Maddodi

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Company Contribution ESIC	As per Act
Gratuity	8,654.00
Other Attractions	
Parichay (Employee Referral Scheme)	As Per Scheme
Rewards & Recognition	As Per Performance
<u>Education@Work</u> : Professional Advancement Programs	As Per Scheme
Concierge Services	Subsidized Rates

Notes:

* The APB amount mentioned above reflects indicative average payouts for your band. The eligibility for APB will depend on the performance of Genpact and your performance as per the company policy and the Performance Management System (For example, employees who are rated as "Least Effective" are not eligible for APB). An eligible employee will be paid APB at fixed rates in March/ April for the preceding calendar year (January – December) and the same will be prorated based on the date of joining.

**Performance Linked Incentive mentioned above is an indicative average amount possible for the said performance level. Eligibility for such incentives, actual amount and payout timelines may vary with business/Process. For Employees who are not on Performance Linked Incentive Plan (VIC), the Company will pay a different Annual Performance Bonus (APB) In such cases; Annual Performance Bonus potential is similar to the indicative Average Performance Linked Incentives as mentioned in table above.

- The aggregate of all bonus payouts paid to you during an accounting year including APB, VIC (if any) and other bonus payouts (if any) shall be in lieu of profit based bonus (if any) payable to you for such accounting year under Section 31A of the Payment of Bonus Act, 1961 ("PBA") (if applicable).
- In the event that the PBA is applicable to you and the aggregate of APB, VIC (if any) and any other bonus payout made to you during the year is less than the stipulated payout mentioned in the PBA, for such accounting year, Genpact will pay you the difference at a later date. You are not entitled to any bonus payout other than those mentioned above, either under applicable laws or as per your employment terms with Genpact. All amounts payable to you will be after deduction of applicable taxes.
- Genpact reviews its compensation structure and policies from time to time. The compensation structure and benefits offered to you in this letter are subject to change and the same will be communicated to you at the joining date or at a later date when such change becomes applicable.
- Any employee deduction will be governed by applicable laws and prevalent company policy, and will be subject to change.

For Genpact India Pvt. Ltd.

Accepted and Agreed

Karthik S Maddodi

Ramit Tyagi
Assistant Vice President–HR

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OFFER LETTER

Date: June 02, 2023

Name: Karthik S Maddodi

Dear **Karthik**,

We refer to the offer letter dated **May 30, 2023** we are pleased to appoint you to the position of Trainee Decision Scientist with Mu Sigma Business Solutions Private Limited effective from **June 14, 2023**.

This Letter is the form of Contract of Employment that sets out the terms and conditions upon which the Company is prepared to employ you. Your execution of this Contract constitutes your acceptance of entering into employment with the Company on the following terms and conditions:

1. Interpretation:

Unless otherwise provided, in the event of any conflict between this Contract and the Offer Letter, the terms and conditions of this Contract shall prevail.

2. Designation:

You shall be employed as a permanent employee in the capacity of **Trainee Decision Scientist** in the Company from the Effective Date in accordance with the terms and conditions set out herein.

3. Place of Posting:

Your place of posting is **Bangalore** However during your employment with the Company you may be posted or transferred/attached to any other departments/ units/companies/ offices or clients of Company either in India or abroad at the sole discretion of the management of the Company. You may be required to work in shifts if required, based on project requirements. You may also be required to travel to any location as may be specified by the Company for the purposes of the business of the Company.

4. Reporting Authority:

You shall report to an **Apprentice Leader** or any other authorized person nominated by the Company from time to time, who will in turn assign your role, duties and responsibilities in the Company.

5. Scope of service:

You will perform the duties and responsibilities set out by the Company and assigned to you from time to time.

The Company shall be entitled to change or amend the services performed by you at any time on serving a written notice. You are governed by the service rules and regulations of the Company which are in force or may come in force from time to time.

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6. Training

You will undergo training up to 120 days upon joining depending on the business requirement. The training program is designed to promote your competence, understanding and familiarity of the Company's business as well as enable you to develop a problem-solving mindset.

The Company will be making use of its best resources, not limited to human or technical ones, and is incurring cost for your benefit. The Company will also be using its proprietary and confidential information for the purposes of your Training Program. The Company is incurring an expenditure of approximately Rs. 10,00,000/- (Rupees Ten Lakhs Only) towards meeting the costs in connection with Your Training Program.

7. Remuneration:

An estimate of your Cost to Company (CTC) including training is as per **Annexure 1**. Your total compensation will comprise of annual base salary, variable performance bonus, provident fund contributions and any other components listed in Annexure 1. The details of the remuneration payable to you are personal and shall be treated with strict confidentiality and shall not be disclosed unless otherwise required by law.

Please note that the various CTC components mentioned in **Annexure 1** will be governed by the prevalent employment policies of the Company as in force from time to time and will be subject to deductions under applicable laws as may be in force from time to time. It will also be dependent on the performance of the Company and market forces surrounding the Company.

The performance linked bonus is defined by the Company at the beginning of the year and is based on your performance against the goals & objectives defined for you by the Company, and such criteria as may be laid down through Company policies from time to time.

8. General duties and obligation:

You shall perform your duties and obligations and carry out your services as contained herein with a reasonable degree of care and skill. You agree to abide by all standards, requirements, rules, regulations, ethics, policies, practices and Information security responsibilities generally recognized in profession and as are established/ altered/amended by the Company from time to time. You will make every effort to protect all data in your and the Company's custody from unauthorized access, disclosure, modification, destruction. You understand and agree to comply with Information Security Policy, not limiting to adherence to acceptable usage of assets, maintain confidentiality and report security events or potential events or other risks to the organization.

9. Term:

This Contract shall come into effect from the Effective Date and shall remain in force until expiry or termination of the Contract in accordance with Section 11.

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10. Termination

10.1 Termination at will:

During the first 48 (forty-eight) months of your employment ('**Fixed Track Tenure**'), this Contract may be terminated by you with 30 days prior notice, you are required to pay the penalty as mentioned in **Annexure 1**. The Company shall be entitled to recover from you the penalty, all costs and expenses incurred in enforcing this Contract including attorney's fees and other reasonable expenditure. The company may terminate your employment for misconduct and recover the penalty from you.

Upon completion of the Fixed Track Tenure, this Contract may be terminated by either the Company or you, without cause by serving a written notice of such termination 30 days or payment of one-month salary in lieu thereof. In the event of termination by the employee without notice or payment in lieu thereof, the Company shall be entitled to recover all costs and expenses incurred in enforcing this Contract including attorney's fees and other reasonable expenditure from you.

10.2 Termination for cause:

The Company shall be entitled to terminate this Contract without notice on any of the following grounds:

- i. Any act or omission by you that is a material breach of your Services under this Contract. Such act or omission shall include any act of willful neglect or refusal to perform your duties under this Contract, any act of willful dishonesty, fraud, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without valid reason or deliberate material injury with respect to the Company,
- ii. In the event of any unauthorized leave or absence of work exceeding 7 working days.
- iii. In the event that you are convicted for any offence involving moral turpitude or the commission or omission of any act that is likely to bring disrepute to the business of the Company.
- iv. On the insolvency of the Company
- v. On the death of the employee.
- vi. Permanent disability of the employee. For the purposes of this section, if the disability is of a nature that prevents the employee from carrying on his/her Services under this Contract for a consecutive period of 180 days in a 365 day period.

It is clarified that the Company shall be entitled to recover the penalty mentioned in Annexure 1 in case the employment is terminated for cause except for clause iv, v and vi above during the fixed track tenure (48 Months).

11. Consequences of termination:

11.1 On expiry or termination of this Contract, you shall return to the Company all property belonging to the Company or relating to its business including without limitation all apparatus, computer, software, hardware, media, tapes, conversations (if reduced to writing) designs, notebooks, contracts, lists, blueprints, details of customers, clients, suppliers, and contractors, intellectual property, Proprietary Information, Intellectual property, programs, correspondences, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or records, files, information assets, etc. and all copies thereof. You will also return to the Company all the assets and equipment given to you by

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the Company or assets owned by the client issued for official and/or personal use excluding those assets or items, which are obligatory for you to buy under any Company schemes.

Assets not limiting to peripherals issued during the tenure for official usage, if found damaged (partial or whole) due to negligence and/or not being returned in acceptable working condition upon exit, reasonable replacement and operational cost would be levied wherever applicable

11.2 Cooperation in Pending Work: You shall fully cooperate with the Company in all matters relating to the execution or completion of pending work on behalf of the Company and the orderly transfer of work to other employees of the Company following termination of your employment with the Company.

11.3 On termination, you are no longer obliged to serve the Company as an employee of the Company from the effective date of the termination and the Company's obligation to pay any remuneration to you shall also be terminated henceforth. However, you shall be entitled to receive all salary and other benefits earned till the date of termination.

12. Retirement:

You shall retire in the normal course from the employment with the Company on attaining the age on the end of the month following your 60th birthday.

13. Exclusivity:

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business that conflict the contract of employment whether with or without remuneration in any capacity without the prior written permission of the Company.

14. Representations:

You agree to execute any document or assist the Company in any other manner required to carry out and bring into effect the terms of this Contract.

15. Governing law:

This Contract shall be governed, interpreted and enforced by and in accordance with the laws of India.

16. Dispute Resolution:

All disputes, claims and actions arising out of or resulting from this Contract shall be referred to arbitration proceedings under the Indian Arbitration and Conciliation Act, 1996. The arbitration proceedings shall be conducted in the English language and shall be conducted at Bangalore, before the sole Arbitrator to be mutually appointed by the Parties.

17. Equitable Remedies:

It is agreed that it would be impossible or inadequate to measure and calculate the Company's damages from any breach of your duties and obligations under this Contract. Accordingly, it is agreed that in the event of a breach thereof, the Company shall be entitled to avail, in addition to any other right or remedy available, the right to obtain an injunction from a court of competent jurisdiction restraining such breach or threatened breach and to specific performance of any such provision of this Contract.

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18. Assignment:

Your services to the Company are personal and unique. You may therefore not assign nor delegate any of your duties and obligations hereunder except in the normal course of business.

19. Waiver:

The Company's failure to insist on the performance of any of your duties or obligations under this Contract shall not be construed at any time as a waiver of any of your duties and obligations under this Contract.

20. Severability:

If any provision herein is for any reason held to be void, unlawful or unenforceable, then the remaining provisions shall continue to be valid and enforceable

21. This Letter Form of Contract of Employment

Contract along with the annexures and documents attached hereto shall constitute the entire Contract between you and the Company.

22. Address for communication:

Unless otherwise provided, all notices and communication and correspondences to the Company shall be dispatched to the registered address of the Company and all communications to you shall be dispatched to the address aforementioned.

23. Personal Information:

You shall keep the Company informed about any change in your address, failing which any notice/letter sent by the company to your address provided at the time of interview shall be sufficient for the purpose of this contract.

24. Non-Disclosure Agreement:

You agree to abide by the provisions of the Non-Disclosure Agreement to be separately signed by you prior to the effective date. Exhibit A includes a complete list of all inventions that you, either alone or jointly with others, have conceived, developed or reduced to practice prior to commencement of your employment with the Company that you consider to be your property and that you wish to exclude from the scope of this Agreement.

25. Documents:

For purposes of security verification and identity cards you will be required to provide to the Company documentary evidence of your identity and eligibility for employment in India. Such documentation must be provided to us within three (3) business days of the Effective Date or our employment relationship with you may be terminated. Such documents submitted shall be subject to verification and satisfaction of the Company with regard to authenticity of the documents so produced and if not found satisfactory then necessary action could be initiated.

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By affixing your signature hereto, you confirm that you have:

- (a) read and understood the contents of this entire Letter Form of Contract of Employment along with the annexures and the exhibits,
- (b) Voluntarily accepted all the terms and conditions contained herein.

We look forward to working with you and welcome you to the Mu Sigma family.

Yours truly,

For Mu Sigma Business Solutions Private Limited

I accept the terms and conditions of this Contract

Deepa S. Mahesh

Deepa S Mahesh
Director

Karthik S Maddodi

Place : Bangalore

Place : _____

Date : June 14, 2023

Date : _____

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EXHIBIT A

EMPLOYEE PROPRIETARY INFORMATION

TO: MU SIGMA BUSINESS SOLUTIONS PVT. LTD.

FROM (Employee Name) : Karthik S Maddodi

DATE : June 14, 2023

SUBJECT : Previous Inventions

1. Except as listed in Section 2 below, the following is a complete list of all inventions or improvements relevant to the subject matter of my employment by MU SIGMA BUSINESS SOLUTIONS PVT. LTD. that have been made or conceived or first reduced to practice by me alone or jointly with others prior to my engagement by the Company:

No inventions or improvements.

See below:

Additional sheets attached.

2. Due to a prior confidentiality agreement, I cannot complete the disclosure under Section 1 above with respect to inventions or improvements generally listed below, the proprietary rights and duty of confidentiality with respect to which I owe to the following party(ies):

	Invention or Improvement	Party(ies)	Relationship
1.	_____	_____	
2.	_____	_____	
3.	_____	_____	

Additional sheets attached

Mu Sigma Business Solutions Private Limited



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Annexure 1

TOTAL Cost to Company Breakup (in INR)

S.No	Particulars	One Time	2023	2024	2025	2026	CTC over 4 jumps
1	Training Cost incurred by Mu Sigma for your training	10,00,000*					
2	Total compensation on Joining		3,00,000				
3	1 st Performance linked Bonus (July 2023)		50,000**				
4	1 st Jump - Jan 2024 Compensation Revision			5,00,000			
5	2 nd Performance linked Bonus (July 2024)			1,00,000**			
6	2 nd Jump - Jan 2025 Compensation revision				7,00,000		
7	3 rd Performance linked Bonus (July 2025)				1,50,000**		
8	3 rd Jump - Jan 2026 Compensation revision					10,00,000	
9	4 th Performance linked Bonus (July 2026)					2,00,000**	
10	Total Cost to Company (Training cost & salary over four jumps)						40,00,000

*This is cost incurred by Mu Sigma for training and will not be paid in cash to employee

****Performance linked Bonus pay-out as follows:**

- Top 20% performers get 200% of Bonus pay-out
- Middle 30% performers get 100% of Bonus pay-out
- Remaining 50% performers get 60% of Bonus pay-out

- You should be on the rolls of the Company at the time of the payout to be eligible for the performance linked bonus. You will not be eligible for this payout if you have resigned/exited or are serving notice.

Penalty:

In the event that the employee decides to leave the Company within a 4-year period post-training completion, there would be a penalty applicable in addition to serving a 30-day Notice Period. The penalty would be a multiple of the training cost incurred by Mu Sigma (training cost = Rs.10,00,000) and dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty	Penalty amount (in INR)
0 – 18 months	1.5 x Training Cost	15,00,000
19 – 36 months	1.0 x Training Cost	10,00,000
37 – 48 months	0.75 x Training Cost	7,50,000

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COMPENSATION BREAKUP (in INR)					
SL No	Particulars	Per Annum	Per Annum	Per Annum	Per Annum
	Fixed Compensation Break Up on Joining				
1	Basic Pay	1,84,800			
2	HRA	56,640			
3	Statutory Bonus	36,960			
4	Employer's Contribution to PF*	21,600			
	Total compensation on Joining	3,00,000			
	1st Performance linked Bonus (July 2023)	50,000**			
	Fixed Compensation Break Up on 1st Jump Jan 2024				
1	Basic pay		2,25,000		
2	HRA		90,000		
3	Statutory Bonus		36,960		
4	Special Allowance		1,26,440		
5	Employer's Contribution to PF*		21,600		
	Total Compensation on 1st Jump		500,000		
	2nd Performance linked Bonus (July 2023)		1,00,000**		
	Fixed Compensation Break Up on 2nd Jump Jan 2025				
1	Basic pay			3,15,000	
2	HRA			1,26,000	
3	Special Allowance			2,37,400	
4	Employer's Contribution to PF*			21,600	
	Total Compensation on 2nd Jump			7,00,000	
	3rd Performance linked Bonus (July 2024)			1,50,000**	
	Fixed Compensation Break Up on 3rd Jump Jan 2026				
1	Basic pay				4,50,000
2	HRA				1,80,000
3	Special Allowance				3,48,400
4	Employer's Contribution to PF*				21,600
	Total Compensation on 3rd Jump				1,000,000
	4th Performance linked Bonus (July 2026)				2,00,000**

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

Annexure 2 (Undertaking)

I **Karthik S Maddodi**, accept the appointment with **Mu Sigma Business Solutions Pvt. Ltd** as an Employee, and have accordingly executed the Employment Agreement, effective **June 14, 2023**. Pending my employment with the Company coming into force, the Company, with a view to ensure seamless on boarding is sending across a laptop and accessories. Pending my Employment with the Company coming into force and thereafter, I hereby undertake that I shall:

1. Return the laptop and accessories, provided to me by the Company:
 - a. If I do not report to duty to be on boarded with the Company on the Effective Date, within 1 day from the Effective Date
 - b. If the offer of the Company is rescinded (due to misrepresentation of facts) prior to the Effective Date, within 1 day from the date of the rescission
 - c. If the employment is terminated by either the Company or me for any reason, on the date of leaving the Company

I understand that I will be liable under the applicable laws in force, not excluding civil and criminal liability, in the event I do not conform to the above-mentioned undertaking.

Date _____

Place _____

Signature: _____

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309

Date: 28/12/2022

To
Kavya Ballolli,
kavyasb60876@gmail.com,
6362720044.

Dear Kavya Ballolli,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING, and COLLABORATION** in people.

This letter of intent is made to you based on your performance in our Assessment and final round of interview. You are required to undergo our intense 6-month, **Training Program**. Post the successful completion of the Training, you will be hired as a full-time employee of **TekWorks**. **You will be paid INR 10,000 per month** as a stipend during these 6 months of training.

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Please complete your joining formalities as per our instructions from Our HR Team. Kindly be ready with all your documents (Originals and attested) to complete your joining formalities.

We request you to get in touch with the HR team in case you need any further assistance and support at info@tekworks.in. **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

Date: 28/12/2022

To
Kavya N,
kavyankavya9@gmail.com,
9108487617.

Dear Kavya N,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

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For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

Date: 28/12/2022

To
Mahammad Saheed,
saheedmdv2133@gmail.com,
09448816860.

Dear Mahammad Saheed,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

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For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

Date: 28/12/2022

To
Maneshwar C,
athreyac4@gmail.com,
9620107401.

Dear Maneshwar C,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

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For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

Date: 28/12/2022

To
MEHBOOB KHAN,
mehboobkhanraza970@gmail.com,
8088103533.

Dear **MEHBOOB KHAN,**

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

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For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

Date: 28/12/2022

To
MOHAMMED FAIROZ,
fairozmohammed313@gmail.com,
+918088013164.

Dear **MOHAMMED FAIROZ,**

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING,** and **COLLABORATION** in people.

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We request you to get in touch with the HR team in case you need any further assistance and support at info@tekworks.in. **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

Date: 28/12/2022

To
MUBARAK M,
mubarakm37188@gmail.com,
7892775769.

Dear MUBARAK M,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

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For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

OFFER LETTER

Date: 08/11/22

Dear Nagaveni Ishwar Naik,

We are happy to inform you that you have shortlisted in our CSR Drive Screening test.

Training in our incubation / organisation centre starts on **14th NOVEMBER 2022.**

On the date of joining we would explain you in detail the schedules.

Note:

- We do not charge for the complete training which takes 4 to 6 Months.
- We do not charge you for any interviews & Placement activities conducted at our end.
- The Training Includes **JAVA /PYTHON FULL STACK, TESTING (MANUAL & AUTOMATION), SQL, APTITUDE & SOFTSKILLS.**
- No other programmes are included in this training module.
- Online & Offline classes will be provided. (**Depending on the Circumstances**)

Rules:

Following rules to be followed for placement activities:

- You should have 95% Attendance in classroom and online / practical sessions.
- You should be ready to relocate different cities for Job / Interviews(PAN INDIA)
- Complete the given assignments on time.
- Bring the offer letter on the first day with 10th, 12th, Degree Documents & any other Gov. ID Proof.
- You should also require to attach understanding agreement letter.

This letter is valid on the date of joining.If you join on any other date free training will not be valid. You may have to pay the fees.

We welcome you to be part of Our Organization for a long and beneficial career.

USN NO: 4MK20CS404

College Name: Moodlakatte Institute Of Technology, Kundapura.

Thanking you

Rashmi.GR

HR Director

Global Quest Technologies



Date: 28/12/2022

To
Nagaveni Naik,
naiknagaveni2000@gmail.com,
6362227294.

Dear Nagaveni Naik,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

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We request you to get in touch with the HR team in case you need any further assistance and support at info@tekworks.in. **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

SLK Software Pvt. Ltd.,

Tower-A, SLK Green Park
Pujanahalli Village, Devanahalli
Taluk,Bangalore Rural 562 110



**We Constructively Challenge The Status Quo In All That We Do,
To Enable Peak Business Performance For Our Customers And For Ourselves,
Through Disruptive Technologies, Applied Innovation And Purposeful Automation**

Date: 26-Dec-2022

**Mr./Ms.Nagaveni,
Bangalore,India
, Karnataka, 560064**

Dear Nagaveni,

Congratulations!! We welcome you to join the team having vision to excel.

We are pleased to offer you the position of **"Trainee", Grade T1**. This offer is subject to the terms of this letter.

Your annual compensation (CTC) will be as given below.

- **Rs 3,20,000/- (Three Lakh Twenty Thousand Only) per annum.**
- **Your performance will be reviewed after 12 months completion of your joining and your compensation changes will be based on your performance.**

SLK reserves the right, at its sole discretion, to appoint you either at the parent SLK Software or its subsidiary VFI SLK Global. You will be informed on the specific entity that you will be appointed for and an offer letter for the same will be issued with the terms and conditions prior to your joining date, subject to you meeting your obligations herein agreed.

This offer is conditional and subject to the following terms and conditions:

- Evidence and confirmation on successful completion of degree
- Satisfactory Completion of pre- onboarding learning assignments and assessments as part of the Campus to Corporate Program, with a pass grade.
- Satisfactory verification of your identity, address, previous employment/(s) and education qualification
- Satisfactory clearing certain medical tests at medical laboratory identified by SLK. Details of medical test and medical laboratory details will be mailed to you along with joining date confirmation letter
- Signing an agreement to serve the company for a period of 2 years from the date of joining.

The exact date of joining will be communicated to you at a later date.

Yours sincerely,

Arif Khan

Arif Khan (VP - HR)

I agree and accept the terms and conditions of my prospective employment as mentioned above.

Candidate Name:

Signature:

Date:

Regd. Office: SLK Software Pvt. Ltd, "SLK1", 40/A, KHB Industrial Area, Yelahanka New Town,
Bangalore – 560 064, India. T +91 – 80 4180 5721 / F + 91 80 4050 1921

Date: 28/12/2022

To
Neha K V,
nehakv2312@gmail.com,
+918904435581.

Dear Neha K V,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING, and COLLABORATION** in people.

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We request you to get in touch with the HR team in case you need any further assistance and support at info@tekworks.in. **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

OFFER LETTER

Date: 08/11/22

Dear Neha K V,

We are happy to inform you that you have shortlisted in our CSR Drive Screening test.

Training in our incubation / organisation centre starts on **14th NOVEMBER 2022.**

On the date of joining we would explain you in detail the schedules.

Note:

- We do not charge for the complete training which takes 4 to 6 Months.
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Rules:

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You may have to pay the fees.

We welcome you to be part of Our Organization for a long and beneficial career.

USN NO: 4MK19CS037

College Name: Moodlakatte Institute Of Technology, Kundapura.

**Thanking you
Rashmi.GR**

**HR Director
Global Quest Technologies**



Date: 28/12/2022

To
Neha Maruthi Bhovi,
nehamaruthibh@gmail.com,
6364782157.

Dear Neha Maruthi Bhovi,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

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For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

Date: 28/12/2022

To
Neha S,
nehashiv2002@gmail.com,
9606640074.

Dear Neha S,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

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For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director



Mu Sigma

Date: September 09, 2022

Prajwal A N
Candidate ID:C2023765
Moodlakatte Institute of Technology, Kundapura

Dear Prajwal ,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Your Decision Sciences Journey with us – Overview & Structure

During your course of employment, you will be learning and delivering value real-time every day.

Up to 120 Days: Induction & Training

You will undergo an immersive training in Mu Sigma's unique **Art of Problem Solving (AoPS™)** ecosystem to develop a problem-solving mindset that combines math, business, and technology with behavioral sciences & design thinking. You will be mentored to elevate your mindset, skillset, toolset, and you will be groomed by Decision Sciences practitioners who are abreast of current industry challenges and real-world problems, with access to Mu Sigma proprietary tools and central learning repository.

At the end of the program, you will be equipped with an experimentative, learning-driven and interdisciplinary approach to problem-solving and **you will be ready to be allocated in different fulfillment or enablement teams at Mu Sigma.**

Trainee Decision Scientist Journey

During your journey as a Trainee Decision Scientist, you will explore a wide range of cross-industry and cross-functional real-world problems with Fortune 500 customers across multiple industry verticals and business horizontals. You will have a 360° view to problem-solving and will experience the full life-cycle of a problem, all the way from problem-definition to solution implementation within the customer organization. You will observe first-hand, the impact of your work on the decisions of leading global organizations and innovate closely with the CXOs and senior leadership of industries.

Apprentice Leader Journey

Subject to satisfactory performance, you will be promoted to an Apprentice Leader (AL). As an AL, you will be a member of Mu Sigma's leadership community. You will be tasked with driving revenue growth, managing key accounts and customer relationships, mentoring Trainee Decision Scientists (TDS), and contributing to organizational initiatives.

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309

TERMS & CONDITIONS

Joining Date:

- We are pleased offer you the position of Trainee Decision Scientist with **Mu Sigma Business Solutions Private Limited** ('Company'). Your exact Date of Joining will be communicated on a later date.

Compensation:

- Once you execute the contract of employment and come on rolls of the Company on the communicated employment start date, your Cost to Company as mentioned in the Annexure 1.

Medical Insurance:

- In addition to the above, you will also be eligible for Medical Insurance covering hospitalization expenses of up to **INR 300,000** for you and up to three of your dependents defined as per Company medical insurance scheme.
- Critical Illness benefit cover: This will be in the form of a one-time payment of sum insured as per the company policy. This payment will be made only on the first instance of critical illness in the lifetime of the employee. This is applicable only for the employee.

General:

- This letter shall be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered as a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and conditions of this Offer Letter and the right to revoke this Offer Letter without cause and without notice period of such revocation up to any time.
- You will be required to submit documents such as educational certificates, ID proof / Address proof, Aadhaar card, photographs. PAN etc. in due course and execute agreements, which includes standard non-disclosure and inventions assignment agreements and appointment letter/contract of employment between you and the Company.
- You may write to us at campus_india@mu-sigma.com for any queries regarding this offer.

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name

Signature

Date

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

Annexure 1

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	Total compensation on Joining till Jan 2025	5,00,000 (PA)				
2	1st Jump - Jan 2025 Compensation Revision		6,50,000 (PA)			
3	2nd Jump - Jan 2026 Compensation revision			8,00,000 (PA)		
4	3rd Jump - Jan 2027 Compensation revision				10,50,000 (PA)	
5	Total Cost to Company					30,00,000

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309

Date: 28/12/2022

To
Prajwal Naik,
naikprajwal9091@gmail.com,
8296340748.

Dear Prajwal Naik,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING, and COLLABORATION** in people.

This letter of intent is made to you based on your performance in our Assessment and final round of interview. You are required to undergo our intense 6-month, **Training Program**. Post the successful completion of the Training, you will be hired as a full-time employee of **TekWorks**. **You will be paid INR 10,000 per month** as a stipend during these 6 months of training.

After successful completion of your college degree graduation and the **Training Program**, **you will be issued an offer letter** with a minimum salary package of INR 3.5 lakhs per annum with mentioning your salary details and that you will be hired on the payrolls of **TekWorks** from **August 2023**. We look forward to you beginning your career with **our Training Program** within 1st week of **Feb 2023**.

Please complete your joining formalities as per our instructions from Our HR Team. Kindly be ready with all your documents (Originals and attested) to complete your joining formalities.

We request you to get in touch with the HR team in case you need any further assistance and support at info@tekworks.in. **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

Date: 28/12/2022

To
Pratham Rajesh,
prathamraykar28@gmail.com,
7406831378.

Dear Pratham Rajesh,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING, and COLLABORATION** in people.

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For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

Date: 28/12/2022

To
Raghu Nayakar,
raghunayakar200@gmail.com,
7899526998.

Dear Raghu Nayakar,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING, and COLLABORATION** in people.

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For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

OFFER LETTER

Date: 08/11/22

Dear Raghu Nayakar,

We are happy to inform you that you have shortlisted in our CSR Drive Screening test.

Training in our incubation / organisation centre starts on **14th NOVEMBER 2022.**

On the date of joining we would explain you in detail the schedules.

Note:

- We do not charge for the complete training which takes 4 to 6 Months.
- We do not charge you for any interviews & Placement activities conducted at our end.
- The Training Includes **JAVA /PYTHON FULL STACK, TESTING (MANUAL & AUTOMATION), SQL, APTITUDE & SOFTSKILLS.**
- No other programmes are included in this training module.
- Online & Offline classes will be provided. (**Depending on the Circumstances**)

Rules:

Following rules to be followed for placement activities:

- You should have 95% Attendance in classroom and online / practical sessions.
- You should be ready to relocate different cities for Job / Interviews(PAN INDIA)
- Complete the given assignments on time.
- Bring the offer letter on the first day with 10th, 12th, Degree Documents & any other Gov. ID Proof.
- You should also require to attach understanding agreement letter.

This letter is valid on the date of joining. If you join on any other date free training will not be valid. You may have to pay the fees.

We welcome you to be part of Our Organization for a long and beneficial career.

USN NO: 4MK19EC019

College Name: Moodlakatte Institute Of Technology, Kundapura.

**Thanking you
Rashmi.GR**

**HR Director
Global Quest Technologies**





OFFER LETTER

Date: 08/11/22

Dear Rakshitha Devadiga,

We are happy to inform you that you have shortlisted in our CSR Drive Screening test.

Training in our incubation / organisation centre starts on **14th NOVEMBER 2022.**

On the date of joining we would explain you in detail the schedules.

Note:

- We do not charge for the complete training which takes 4 to 6 Months.
- We do not charge you for any interviews & Placement activities conducted at our end.
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- You should also require to attach understanding agreement letter.

This letter is valid on the date of joining. If you join on any other date free training will not be valid. You may have to pay the fees.

We welcome you to be part of Our Organization for a long and beneficial career.

USN NO: 4MK19CS044

College Name: Moodlakatte Institute Of Technology, Kundapura.

Thanking you

Rashmi.GR

HR Director

Global Quest Technologies



Date: 28/12/2022

To
Rakshitha Poojary,
raksha.poojary2002@gmail.com,
9019831446.

Dear Rakshitha Poojary,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING, and COLLABORATION** in people.

This letter of intent is made to you based on your performance in our Assessment and final round of interview. You are required to undergo our intense 6-month, **Training Program**. Post the successful completion of the Training, you will be hired as a full-time employee of **TekWorks**. **You will be paid INR 10,000 per month** as a stipend during these 6 months of training.

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Please complete your joining formalities as per our instructions from Our HR Team. Kindly be ready with all your documents (Originals and attested) to complete your joining formalities.

We request you to get in touch with the HR team in case you need any further assistance and support at info@tekworks.in. **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

OFFER LETTER

Date: 08/11/22

Dear Rakshitha,

We are happy to inform you that you have shortlisted in our CSR Drive Screening test.

Training in our incubation / organisation centre starts on **14th NOVEMBER 2022.**

On the date of joining we would explain you in detail the schedules.

Note:

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We welcome you to be part of Our Organization for a long and beneficial career.

USN NO: 4MK19CS043

College Name: Moodlakatte Institute Of Technology, Kundapura.

Thanking you
Rashmi.GR

HR Director
Global Quest Technologies



Date: 28/12/2022

To
Ranjitha B,
ranjithabv2001@gmail.com,
8217528714.

Dear Ranjitha B,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

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We request you to get in touch with the HR team in case you need any further assistance and support at info@tekworks.in. **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

Date: 28/12/2022

To
SALMAN SAIKALGAR,
salmansaikalgar243@gmail.com,
7337742882.

Dear **SALMAN SAIKALGAR,**

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING, and COLLABORATION** in people.

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We request you to get in touch with the HR team in case you need any further assistance and support at info@tekworks.in. **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director



OFFER LETTER

Date: 08/11/22

Dear Salman Saikalgar,

We are happy to inform you that you have shortlisted in our CSR Drive Screening test.

Training in our incubation / organisation centre starts on **14th NOVEMBER 2022.**

On the date of joining we would explain you in detail the schedules.

Note:

- We do not charge for the complete training which takes 4 to 6 Months.
- We do not charge you for any interviews & Placement activities conducted at our end.
- The Training Includes **JAVA /PYTHON FULL STACK, TESTING (MANUAL & AUTOMATION), SQL, APTITUDE & SOFTSKILLS.**
- No other programmes are included in this training module.
- Online & Offline classes will be provided. (**Depending on the Circumstances**)

Rules:

Following rules to be followed for placement activities:

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- Complete the given assignments on time.
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- You should also require to attach understanding agreement letter.

This letter is valid on the date of joining.If you join on any other date free training will not be valid.
You may have to pay the fees.

We welcome you to be part of Our Organization for a long and beneficial career.

USN NO: 4MK19CS046

College Name: Moodlakatte Institute Of Technology, Kundapura.

Thanking you
Rashmi.GR

HR Director
Global Quest Technologies



Date: 28/12/2022

To
SHREYA U KAMATH,
shreyaukamath20@gmail.com,
6360901533.

Dear **SHREYA U KAMATH,**

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING,** and **COLLABORATION** in people.

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Please complete your joining formalities as per our instructions from Our HR Team. Kindly be ready with all your documents (Originals and attested) to complete your joining formalities.

We request you to get in touch with the HR team in case you need any further assistance and support at info@tekworks.in. **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

OFFER LETTER

Date: 08/11/22

Dear Shreya U Kamath,

We are happy to inform you that you have shortlisted in our CSR Drive Screening test.

Training in our incubation / organisation centre starts on **14th NOVEMBER 2022.**

On the date of joining we would explain you in detail the schedules.

Note:

- We do not charge for the complete training which takes 4 to 6 Months.
- We do not charge you for any interviews & Placement activities conducted at our end.
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We welcome you to be part of Our Organization for a long and beneficial career.

USN NO: 4MK19CS049

College Name: Moodlakatte Institute Of Technology, Kundapura.

Thanking you

Rashmi.GR

HR Director

Global Quest Technologies



Date: 28/12/2022

To
shrikant poojari,
shrikantpoojari2000@gmail.com,
7022466330.

Dear shrikant poojari,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

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We request you to get in touch with the HR team in case you need any further assistance and support at info@tekworks.in. **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

Date: 28/12/2022

To
Siraj Ahmad,
sirajahmd186@gmail.com,
7019356127.

Dear Siraj Ahmad,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING, and COLLABORATION** in people.

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We request you to get in touch with the HR team in case you need any further assistance and support at info@tekworks.in. **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

Date: 28/12/2022

To
SNEHA G,
snehaganesh146@gmail.com,
9495885979.

Dear SNEHA G,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

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For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

OFFER LETTER

Date: 08/11/22

Dear Sneha G,

We are happy to inform you that you have shortlisted in our CSR Drive Screening test.

Training in our incubation / organisation centre starts on **14th NOVEMBER 2022.**

On the date of joining we would explain you in detail the schedules.

Note:

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We welcome you to be part of Our Organization for a long and beneficial career.

USN NO: 4MK19CS050

College Name: Moodlakatte Institute Of Technology, Kundapura.

Thanking you

Rashmi.GR

HR Director

Global Quest Technologies



Date: 28/12/2022

To
Sumaan khan,
sumaankhanrb351@gmail.com,
7483930649.

Dear Sumaan khan,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

As an organization, we value **PASSION, ACCOUNTABILITY, OUT-OF-THE-BOX THINKING, and COLLABORATION** in people.

This letter of intent is made to you based on your performance in our Assessment and final round of interview. You are required to undergo our intense 6-month, **Training Program**. Post the successful completion of the Training, you will be hired as a full-time employee of **TekWorks**. **You will be paid INR 10,000 per month** as a stipend during these 6 months of training.

After successful completion of your college degree graduation and the **Training Program**, **you will be issued an offer letter** with a minimum salary package of INR 3.5 lakhs per annum with mentioning your salary details and that you will be hired on the payrolls of **TekWorks** from **August 2023**. We look forward to you beginning your career with **our Training Program** within 1st week of **Feb 2023**.

Please complete your joining formalities as per our instructions from Our HR Team. Kindly be ready with all your documents (Originals and attested) to complete your joining formalities.

We request you to get in touch with the HR team in case you need any further assistance and support at info@tekworks.in. **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director



Date: 14-Feb-2023

Ref. No.: RT1/EEI/2223/2305

Mr. Sumaan Khan R Bagewadi
12C Heggarani Siddapur
Uttar Kannada- 581331

Dear Sumaan,

Thank you for exploring career opportunities with us and it is our pleasure to welcome you to **Robosoft Technologies India Pvt Ltd**. You have successfully completed our initial selection process and we are pleased to make you an offer. We believe your skills and experience is an excellent match for our company. You have been selected for the position of **Trainee Software Engineer (Band T1)**. Your employment will be effective from your date of joining, which shall be on or before **01-Aug-2023**.

Under the terms of this offer:

Your employment with **Robosoft Technologies India Pvt Ltd** is deemed to be confirmed after **6 (six)** months of your joining unless you are communicated otherwise within the said period. This confirmation is subject to satisfactory performance of the services expected of you.

Your "Annual cost-to-company" will be **INR 4,50,000 (Rupees Four Lakhs Fifty Thousand Only)** Please refer Annexure-I for details on the compensation and statutory deductions.

Your work location of position will be **Udupi**, but you may be required to work in any other place as per the requirement of the Company and The Company also reserves the right to change the position for which you are being hired and/or your duties. As per company requirements you may have to work remotely from time to time as per business needs or government mandate.

You will be issued a letter of appointment with all (i) terms & conditions of the employment at the time of your joining or earlier once you have accepted the Offer and (ii) the terms and conditions set forth in the Service Rules of the Company as amended from time to time. You are required to complete the pre joining formalities as per the Company Policy before the Date of Joining.

As an employee of the Company, you will have access to certain Company confidential information and you may, during your employment, develop certain information or inventions, which will become the property of the Company, or its parent or subsidiary companies, or that of its customers or partners. You will need to sign the Company's letter of appointment as a condition of your employment on the day of joining as well as a separate Non Disclosure Agreement. We wish to impress upon you that we do not wish you to bring any confidential or proprietary material of any former employer or to violate any other obligation to your former employers, if any. Also, you represent that you are not subject to any restrictions that prevent you from working for the Company.

This offer of employment is subject to the following conditions:

Robosoft Technologies Private Limited

217, NH 66, Santhekatte, New Udupi - 576 105, India ● Tel: 91 820 2593930 ● info@robosoftin.com ● www.robosoftin.com
Corporate ID No.: U72900KA2000PTC027961

- a. You being found medically fit pursuant to the detailed medical check up to be carried out at Company approved hospital/ clinic;
- b. The Company will be entitled to conduct background checks carried out either on own or through an external agency and you hereby expressly grant the Company the permission to do so and waive and all rights under applicable law in this regard; and
- c. All information and data furnished by you to the Company, based on which this offer of employment is made, being found true and correct.

This offer letter is also subject to your executing a Service Agreement for 36 months, in the prescribed proforma with our Company, on successful completion of your academics and before joining our Company. A copy of the said proforma is available with our HR personnel for your review.

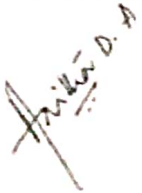
It gives us a great pleasure to invite you to join the Robosoft family. We will be delighted to have you as part of our growing family and be a key contributor to the success of Robosoft Technologies. Please confirm your acceptance of this offer by signing and returning one of the original offer letters before **17- Feb-2023** after which time this offer will be considered to have been withdrawn by the Company without further notice to you.

You are expected to produce, before joining, a set of documents as mentioned in Annexure-II. Any pending documents are required to be submitted on the date of joining.

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

In case of further clarifications, please get in touch with our Human Possibilities Team (E-Mail: hrd@robosoftin.com , Contact No: - 0820 – 2593930, +91-9980535064).

Best Regards,



Anitha D Aiyappa
Vice President – Human Possibilities

I accept the Offer as outlined above



[Signature]

Suman Khan R. Bagewadi

[Name]

15/02/2023.

[Date]

ANNEXURE – I

Your Compensation Package, on CTC (Cost to Company) basis, shall be INR 4,50,000 per annum, as detailed below:

Sl No.	Component	Amount in Rupees per month	Amount in Rupees per annum	Description
1	Basic Salary	15,000	1,80,000	Paid monthly
2	House Rent Allowance	6,000	72,000	Paid monthly
3	Conveyance Allowance	1,600	19,200	Paid monthly
4	Medical Re-imbursment	1,250	15,000	Paid monthly
5	Food & Refreshments	1,000	12,000	Paid monthly by meal coupons
6	Leave Travel Allowance	1,250	15,000	Paid monthly
7	Other Allowance	4,529	54,346	Paid monthly
	Annual Gross Salary (Total of components 1 to 7)	30,629	3,67,546	
8	Provident Fund (Employer's Contribution)	1,800	21,600	Employer's contribution paid monthly
9	Medical Insurance Premium	600	7,200	Paid directly by the Company
10	Gratuity	721	8,654	Paid directly by the Company
	Total Fixed	33,750	405,000	
11	Variable Pay I	3,750	45,000	Paid at the end of the year based on Individual performance
	Total CTC	37,500	4,50,000	

- (a) Group Medical insurance coverage: You would be eligible to be covered under the Group Medical insurance coverage of the company with a cover of 5 LAKHS applicable to Self, Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you, that is additional Medical Insurance Premium charges of INR 9,000 per annum (approximately). If enrolment of parents is not opted for, the applicable cover (for self only or self + spouse + up to 2 children) will be 4 LAKHS.
- (b) Personal Accident Insurance coverage: Company provides Personal Accident Insurance for employee, the coverage of this insurance is INR 2 Lakhs, the applicable premium is part of CTC.
- (c) Variable Pay: - Variable Pay (VP) amount mentioned shall be payable as per Variable Pay Policy applicable for the Financial Year.
- (d) Food Coupon: - Food Coupon provided by the Company based on voluntary declaration and is tax exempted. One can opt for INR 1000/- per month or INR 2000/- per month as part of initial declarations upon joining the Company.
- (e) Gratuity:- Payment of Gratuity will be governed by "Payment of Gratuity Act 1972" and subjected to applicable taxes as per Indian Income Tax Act.
- (f) Employee Provident Fund: - 12% of Basic Salary or INR 1800 Per Month. EPF applicable both from Employer and Employee's side contribution shall be deducted from monthly Gross salary.

- (g) Employee State Insurance Act:- Until your monthly wages are less than INR 21,000/- or such other amount prescribed by law, you will be covered under Employee State Insurance Act , 1948 (ESIC) and will entitled to avail benefits under the same.
- (h) This is a full-time employment requiring minimum of 45 hours per week. Your regular weekly schedule will be Monday to Friday 09:00am-06:00pm.
- (i) You will be eligible for 12 days of earned leaves and 12 days of Sick/casual leaves per annum.
- (j) You will be on Probation for the first six months of your service. We will follow a formal confirmation process at the end of six months subject to satisfactory performance of the services expected of you.
- (k) Notice of termination – Voluntary or Involuntary: We wish for a long & fulfilling career at Robosoft. However, if the situation so arises wherein either you or the employer wishes to terminate employment, a three months' notice is mandatory in case of confirmed employees. If during probation, a notice of one month is compulsory.

Statutory deductions towards Professional Tax, Income Tax and any other taxes as applicable shall be effected from the monthly gross salary.

Your signature below will acknowledge that you have read, understood and agreed to the terms and conditions of this offer.

Yours sincerely,



Anitha D Aiyappa
Vice President – Human Possibilities

I accept the Offer as outlined above


[Signature]

Suman Khan.R. Bagewadi
[Name]

15/02/2023.
[Date]

ANNEXURE – II

List of documents to be brought on the date of joining

1) Identity & Address Proof:

- a. PAN Card
- b. Aadhaar Card
- c. Passport
- d. Voter ID card or Driving License or Ration Card

Two sets of photo-copies of the above documents required

2) Academic Records:

- a. Bachelor's Degree Certificate + Final Mark List
- b. 12th Standard/PUC Mark List
- c. 10th Standard Mark List
- d. PG Degree/Diploma / Any other relevant Degree Certificate + Final Mark List (if applicable)

3) Records of previous Work experience

- a. Work Experience certificate from all past employers
- b. Relieving letter from the immediate past employer
- c. Appointment Letter from the immediate past employer
- d. Pay-slips for the past 3 months

One set of photo-copies of all the above documents in SI 2 and SI 3.

4) 10 Passport size + 1 Stamp Size Photos

5) For reference and antecedents' verification:

Contact details of 2 senior team members (lead/managerial level or above)/ HR officials from your immediate 2 past companies (In case you have worked only in 1 company, please provide 2 contacts from the same company)

- i. Name
- ii. Designation
- iii. Email address
- iv. Mobile Phone number

Date: 28/12/2022

To
Suryakala M,
sirisurya13@gmail.com,
6364210884.

Dear Suryakala M,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

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This letter of intent is made to you based on your performance in our Assessment and final round of interview. You are required to undergo our intense 6-month, **Training Program**. Post the successful completion of the Training, you will be hired as a full-time employee of **TekWorks**. **You will be paid INR 10,000 per month** as a stipend during these 6 months of training.

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We request you to get in touch with the HR team in case you need any further assistance and support at info@tekworks.in. **We sincerely hope that your period of association with us will be long, pleasant, and of mutual benefit.**

For TekWorks Enterprise Solutions Pvt Ltd.,



Sridhar Tirumala
Managing Director

OFFER LETTER

Date: 08/11/22

Dear Suryakala M,

We are happy to inform you that you have shortlisted in our CSR Drive Screening test.

Training in our incubation / organisation centre starts on **14th NOVEMBER 2022.**

On the date of joining we would explain you in detail the schedules.

Note:

- We do not charge for the complete training which takes 4 to 6 Months.
- We do not charge you for any interviews & Placement activities conducted at our end.
- The Training Includes **JAVA /PYTHON FULL STACK, TESTING (MANUAL & AUTOMATION), SQL, APTITUDE & SOFTSKILLS.**
- No other programmes are included in this training module.
- Online & Offline classes will be provided. (**Depending on the Circumstances**)

Rules:

Following rules to be followed for placement activities:

- You should have 95% Attendance in classroom and online / practical sessions.
- You should be ready to relocate different cities for Job / Interviews(PAN INDIA)
- Complete the given assignments on time.
- Bring the offer letter on the first day with 10th, 12th, Degree Documents & any other Gov. ID Proof.
- You should also require to attach understanding agreement letter.

This letter is valid on the date of joining. If you join on any other date free training will not be valid. You may have to pay the fees.

We welcome you to be part of Our Organization for a long and beneficial career.

USN NO: 4MK19CS053

College Name: Moodlakatte Institute Of Technology, Kundapura.

Thanking you

Rashmi.GR

HR Director

Global Quest Technologies



Date: 28/12/2022

To
SUSHMA G,
sushmagopal947@gmail.com,
06361258231.

Dear SUSHMA G,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

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Sridhar Tirumala
Managing Director



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We welcome you to be part of Our Organization for a long and beneficial career.

USN NO: 4MK19EC024

College Name: Moodlakatte Institute Of Technology, Kundapura.

Thanking you

Rashmi.GR

HR Director

Global Quest Technologies



Date: 28/12/2022

To
Swati Swamy,
swatiswamy943@gmail.com,
+917676598712.

Dear Swati Swamy,

We are happy to welcome you to **TekWorks Enterprise Solutions Private Limited**. As a valued member of the team, we look forward to you playing an important role in helping us achieve our Vision, uphold our Leadership Principles, and live our Culture.

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Sridhar Tirumala
Managing Director