

Date: June 5, 2018

Ref: LTI/HR/Campus/2018

Name: Abdulrahim Shaikh

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Abdulrahim Shaikh,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date

Date: June 5, 2018

Ref: LTI/HR/Campus/2018

Name: Abhishek More

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Abhishek More,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs. 2,48,000/- as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

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According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager



LETTER OF INTENT

Date: 26-09-2017

Dear Candidate,

We are delighted to extend an offer to you for the position of Process Associate at GEP.

Your compensation will be Rs. 2,15,000 LPA (2,05,000 Fixed and 10,000 Variable).

For further process, request you to share a scanned copy of your educational certificates (SSC, HSC and Graduation), Pan card, address proof to the following Email ID, post which an offer letter will be shared.

karishma.barawkar@gep.com

Regards,

Karishma Barawkar

Associate – Shared Services

GEP Solutions Private Limited

Regd. Office 701, Bldg. No.3, Mindspace, Airoli, Navi Mumbai - 400 708, India.
P 91.22.6137 2100 / 27649100 | F 91.22.6137 2121 | www.gep.com

13/04/2018

To,
Abhishekh Dogra
Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Abhishekh Dogra,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

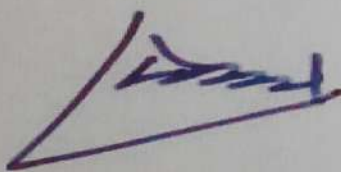
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Achsha Janiet

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A handwritten signature in blue ink, appearing to read 'R. B. Siganporia', is shown on a light-colored background.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



Letter of Intent

Date: 7/6/2018

Dear Adesh M Kachare,

Congratulations for reaching the final stage of the interview process with eClerx.

Through this letter we would like to inform you that you have been shortlisted for the position of

Analyst with eClerx. The details of employment with eClerx will be as under:

Tentative Joining Date: As per Business Requirement

Joining Location: Pune/Mumbai

Shift Timings: As per Business Requirement

CTC Offered: **217,440 INR**

Deductions: PF / Professional Tax / Income Tax

Please note that this letter is an intent to offer and your offer will be released subject to fulfilling conditions set by eClerx and upon submitting requisite documents. We will shortly get in touch with you for the next steps. The shift and location awarded to you may change at any time during the period of employment as decided by eClerx management. Meanwhile, if you have any queries, you can mail it on CTS_Talent_Acquisition@eclerx.com or documentation@eclerx.com

Thanking You,
Team-HR
eClerx Services Ltd

Annexure**Name: Adesh M Kachare****Designation: Analyst****Salary annexure - Financial Analyst**

Total Compensation per month	15,100
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SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	7,550
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,082
Monthly Fixed Compensation	13,482
Retrial Fund	1,618
Monthly Total Compensation	15,100
Annual Total Compensation	181,200
Performance Bonus (Up to)	36,240
Cost To Company	217,440
Gratuity	4,358
Total Cost To Company	221,798

Since you are enrolled under the Employees' Provident Fund Scheme, the Retrial Fund amount will be deposited in your PF account as Employer's contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation

Accepted By:-

Signature: _____

Name: _____

Date: _____

Letter of Intent

Date: **27th June'18**

Dear **Aishwarya Mundokkil Geesan,**

Congratulations for reaching the final stage of the interview process with eClerx.

Through this letter we would like to inform you that you have been shortlisted for the position of

Analyst with eClerx. The details of employment with eClerx will be as under:

Tentative Joining Date: As per Business Requirement

Shift Timings: As per Business Requirement

CTC Offered: **(See Annexure, Page 2)**

Deductions: PF / Professional Tax / Income Tax

Please note that this letter is an intent to offer and your offer will be released subject to fulfilling conditions set by eClerx and upon submitting requisite documents. We will shortly get in touch with you for the next steps. The shift and location awarded to you may change at any time during the period of employment as decided by eClerx management. Meanwhile, if you have any queries, you can mail it on

CTS_Talent_Acquisition@eclerx.com or documentation@eclerx.com

Thanking You,
Team-HR
eClerx Services Ltd

Annexure**Name: Aishwarya Mundokkil Geesan****Designation: Analyst****Salary annexure - Financial Analyst**

Total Compensation per month	15,100
-------------------------------------	---------------

SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	7,550
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,082
Monthly Fixed Compensation	13,482
Retiral Fund	1,618
Monthly Total Compensation	15,100
Annual Total Compensation	181,200
Performance Bonus (Upto)	36,240
Cost To Company	217,440
Gratuity	4,358
Total Cost To Company	221,798

Since you are enrolled under the Employees' Provident Fund Scheme, the Retiral Fund amount will be deposited in your PF account as Employer's contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation

Accepted By:-

Signature: _____

Name: _____

Date: _____



PRIVATE & CONFIDENTIAL

Dear Aishwarya Sawant,

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Revenue Cycle Officer AR**, in Grade **11**, in Department **RCM** with our organization commencing from **June 10, 2018**.

Your annual compensation will be **INR 2,48,000/-**. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexures.

IKS Health is defined by an efficient and reliable culture that sets us apart. Our DNA, while evolving through various transformations, has still constitutionally been driven by the same core values. **Customer first** has been one such belief that influences every employee at IKS Health. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our ownership, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength by caring for our customers and our people. Hence, collaboration at workforce goes hand-in-hand with greater accountability, thereby creating responsible members at our workplace. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of innovation so that established systems and ways of doing things are constantly tested, questioned and disrupted. Continuous learning and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at IKS Health that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the IKS Health way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our Mumbai office on **June 10, 2018**. Please keep your recruiter informed, in case of advancement in the joining date

Please endorse your acceptance, within the next two business days, by duly signing the duplicate copy of this letter on all sheets, including annexures, at the bottom on the right corner and return to the undersigned. Please refrain from soliciting other offers based on this letter as the same will be null and void if so used

We wish you all the best.

Thanking you,
For Inventurus Knowledge Solutions Pvt. Ltd.
HR Team

Inventurus Knowledge Solutions Private Limited, Mis Serene Properties Pvt. Ltd. (SEZ), Unit No, 203, Building No. 5 & 6. Mindspace, Airoli, Navi Mumbai-400 706, India | Board: +91 22 3071 1100 | Fax: +91 22 6646 6879 | info@kshealth.in | www.kshealth.com Registered Address: Panduronga Timblo Industries, Akash Bhavan, 2nd Floor, Opp Canara Bank, Panjim, Goa-403 001, India

CIN: U72200GA2006PTC004816



PRIVATE & CONFIDENTIAL

Dear Pradeep Panda,

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Revenue Cycle Officer AR**, in Grade **11**, in Department **RCM** with our organization commencing from **June 10, 2018**.

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We wish you all the best.

Thanking you,
For Inventurus Knowledge Solutions Pvt. Ltd.
HR Team

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CIN: U72200GA2006PTC004816



PRIVATE & CONFIDENTIAL

Dear Pranav Parte,

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Revenue Cycle Officer AR**, in Grade **11**, in Department **RCM** with our organization commencing from **June 10, 2018**.

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We wish you all the best.

Thanking you,
For Inventurus Knowledge Solutions Pvt. Ltd.
HR Team

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CIN: U72200GA2006PTC004816



PRIVATE & CONFIDENTIAL

Dear Rahil Qureshi,

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Revenue Cycle Officer AR**, in Grade **11**, in Department **RCM** with our organization commencing from **June 10, 2018**.

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CIN: U72200GA2006PTC004816



PRIVATE & CONFIDENTIAL

Dear Sudiksha Sudrik,

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Revenue Cycle Officer AR**, in Grade **11**, in Department **RCM** with our organization commencing from **June 10, 2018**.

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CIN: U72200GA2006PTC004816



PRIVATE & CONFIDENTIAL

Dear Siddhesh Shinde,

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Revenue Cycle Officer AR**, in Grade **11**, in Department **RCM** with our organization commencing from **June 10, 2018**.

Your annual compensation will be **INR 2,48,000/-**. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexures.

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For Inventurus Knowledge Solutions Pvt. Ltd.
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CIN: U72200GA2006PTC004816

13/04/2018

To,
Aishwarya Vasanthi
Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Aishwarya Vasanthi,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

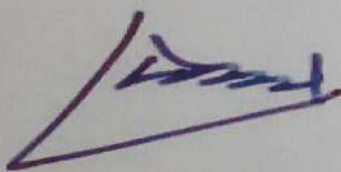
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**

13/04/2018

To,
Akash Purswani
Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Akash Purswani,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

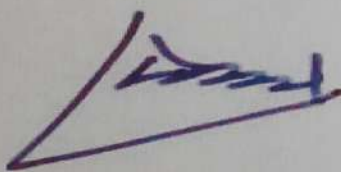
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**



Letter of Intent

Date: 07/06/2018

Dear Akshay Yelonde

Congratulations for reaching the final stage of the interview process with eClerx.

Through this letter we would like to inform you that you have been shortlisted for the position of

Analyst with eClerx. The details of employment with eClerx will be as under:

Tentative Joining Date: As per Business Requirement

Joining Location: Pune/Mumbai

Shift Timings: As per Business Requirement

CTC Offered: **217,440 INR**

Deductions: PF / Professional Tax / Income Tax

Please note that this letter is an intent to offer and your offer will be released subject to fulfilling conditions set by eClerx and upon submitting requisite documents. We will shortly get in touch with you for the next steps. The shift and location awarded to you may change at any time during the period of employment as decided by eClerx management. Meanwhile, if you have any queries, you can mail it on CTS_Talent_Acquisition@eclerx.com or documentation@eclerx.com

Thanking You,
Team-HR
eClerx Services Ltd

Annexure**Name: Akshay Yelonde****Designation: Analyst****Salary annexure - Financial Analyst**

Total Compensation per month	15,100
-------------------------------------	---------------

SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	7,550
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,082
Monthly Fixed Compensation	13,482
Retrial Fund	1,618
Monthly Total Compensation	15,100
Annual Total Compensation	181,200
Performance Bonus (Up to)	36,240
Cost To Company	217,440
Gratuity	4,358
Total Cost To Company	221,798

Since you are enrolled under the Employees' Provident Fund Scheme, the Retrial Fund amount will be deposited in your PF account as Employer's contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation

Accepted By:-

Signature: _____

Name: _____

Date: _____



Letter of Intent

Date: **08-June-18**

Dear **Amelia Louis**

Congratulations for reaching the final stage of the interview process with eClerx.

Through this letter we would like to inform you that you have been shortlisted for the position of

Analyst with eClerx. The details of employment with eClerx will be as under:

Tentative Joining Date: As per Business Requirement

Shift Timings: As per Business Requirement

CTC Offered: **217,440**

Deductions: PF / Professional Tax / Income Tax

Please note that this letter is an intent to offer and your offer will be released subject to fulfilling conditions set by eClerx and upon submitting requisite documents. We will shortly get in touch with you for the next steps. The shift and location awarded to you may change at any time during the period of employment as decided by eClerx management. Meanwhile, if you have any queries, you can mail it on

candidateexperience_eclerx@eclerx.com

Thanking You, Team-HR
eClerx Services Ltd



Annexure I

Name: Amelia Louis
Designation: Analyst

Salary annexure - Financial Analyst

Total Compensation per month	15,100
-------------------------------------	---------------

SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	7,550
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,082
Monthly Fixed Compensation	13,482
Retiral Fund	1,618
Monthly Total Compensation	15,100
Annual Total Compensation	181,200
Performance Bonus (Upto)	36,240
Cost To Company	217,440
Gratuity	4,358
Total Cost To Company	221,798

Since you are enrolled under the Employees' Provident Fund Scheme, the Retiral Fund amount will be deposited in your PF account as Employer's contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation

Accepted by:

Signature:



LETTER OF INTENT

Date: 26-09-2017

Dear Amin Mamtule,

We are delighted to extend an offer to you for the position of Process Associate at GEP.

Your compensation will be Rs. 2,15,000 LPA (2,05,000 Fixed and 10,000 Variable).

For further process, request you to share a scanned copy of your educational certificates (SSC, HSC and Graduation), Pan card, address proof to the following Email ID, post which an offer letter will be shared.

karishma.barawkar@gep.com

Regards,

Karishma Barawkar

Associate – Shared Services

GEP Solutions Private Limited

Regd. Office 701, Bldg. No.3, Mindspace, Airoli, Navi Mumbai - 400 708, India.
P 91.22.6137 2100 / 27649100 | F 91.22.6137 2121 | www.gep.com

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

21-Nov-2017

Aparajita Ramesh Prasad
Vidyalankar School of Information Technology
Mumbai

Subject: Offer of Employment ("Offer")

Dear Aparajita Ramesh Prasad,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Role- Financial Analyst

Your joining location would be **Mumbai**

Please refer to:

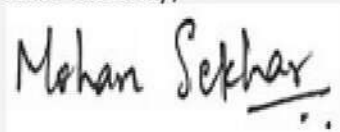
- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Career Level 10, 11, 12 & 13)

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

As further detailed in the Terms of Employment, this Offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Further, at the time of joining you are required to provide all documentation identified in Annexure 2.

Yours sincerely,



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India



Letter of Intent

Date: 7/6/2018

Dear Apurva Satam

Congratulations for reaching the final stage of the interview process with eClerx.

Through this letter we would like to inform you that you have been shortlisted for the position of

Analyst with eClerx. The details of employment with eClerx will be as under:

Tentative Joining Date: As per Business Requirement

Joining Location: Pune/Mumbai

Shift Timings: As per Business Requirement

CTC Offered: **217,440 INR**

Deductions: PF / Professional Tax / Income Tax

Please note that this letter is an intent to offer and your offer will be released subject to fulfilling conditions set by eClerx and upon submitting requisite documents. We will shortly get in touch with you for the next steps. The shift and location awarded to you may change at any time during the period of employment as decided by eClerx management. Meanwhile, if you have any queries, you can mail it on CTS_Talent_Acquisition@eclerx.com or documentation@eclerx.com

Thanking You,
Team-HR
eClerx Services Ltd

Annexure

Name: Apurva Satam

Designation: Analyst

Salary annexure - Financial Analyst

Total Compensation per month	15,100
-------------------------------------	---------------

SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	7,550
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,082
Monthly Fixed Compensation	13,482
Retrial Fund	1,618
Monthly Total Compensation	15,100
Annual Total Compensation	181,200
Performance Bonus (Up to)	36,240
Cost To Company	217,440
Gratuity	4,358
Total Cost To Company	221,798

Since you are enrolled under the Employees' Provident Fund Scheme, the Retrial Fund amount will be deposited in your PF account as Employer's contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation

Accepted By:-

Signature: _____

Name: _____

Date: _____

13/04/2018

To,
Arjun Bhanushali
Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Arjun Bhanushali,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

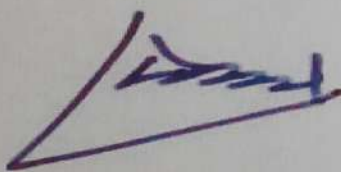
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Arul Anandraj

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A rectangular box containing a handwritten signature in blue ink. The signature appears to read 'R. B. Siganporia'.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services

August 18, 2018

Letter of Offer

Dear Mr. Arvind Kumar

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you been selected as **Financial Analyst** in WNS Global Services Pvt. Ltd., based at our **Mumbai - plant 10/11 office**. The key components of your offer is as detailed below.

Career band:	Your career band would be Professional .
Role band:	You would be placed in role band A .
Title:	The title that you would be using both internally and externally would be Financial Analyst .
Compensation:	Your Total Gross Pay will be INR. 2,15,000/- (Rupees Two lakh Fifteen Thousand five hundred fifty only) per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure for your reference.
Joining Date:	You are expected to join us by Sept 01, 2018 .
Place of work:	Your initial place of work will be Mumbai Plant 10/11 . 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 one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

For WNS Global Services Pvt. Ltd.



R Swaminathan
Chief People Officer

WNS Global Services Private Ltd.

Business Address: Plant No. 10, Gate No. 4, Godrej & Boyce Complex, Pirojshangar, LBS Marg, Vikhroli (West), Mumbai-400 079, India. Tel +91 4095 2100 | Fax +91 22 2518 8307

CIN: U72200MH1996PTC100196



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Ashutosh Kanchan

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A rectangular box containing a handwritten signature in blue ink. The signature appears to read 'R. B. Siganporia'.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Aayushi Dharod

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A handwritten signature in blue ink, reading 'R. B. Siganporia', on a light-colored background.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 2/15/2018

Mr. Bhavesh Mestry
Vidyalankar School of Information Technology

Letter of Intent ("LOI")

Dear Bhavesh,

With reference to your interview conducted by us at Birla College, Kalyan - Infra, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.



Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months or such other extended period as Capgemini deems fit.
3. You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

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

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

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

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com.

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

13/04/2018

To,

Chinmay Jamsandekar

Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Chinmay Jamsandekar,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

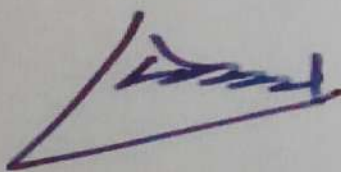
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 2/13/2018

Mr. Cyrus Devassy
Vidyalankar School of Information Technology

Letter of Intent ("LOI")

Dear Cyrus,

With reference to your interview conducted by us at Birla College, Kalyan - Infra, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.



Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months or such other extended period as Capgemini deems fit.
3. You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

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

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

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

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com.

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring



Letter of Intent

Date: **08-June-18**

Dear **Deepesh Deepak Rane**

Congratulations for reaching the final stage of the interview process with eClerx.

Through this letter we would like to inform you that you have been shortlisted for the position of

Analyst with eClerx. The details of employment with eClerx will be as under:

Tentative Joining Date: As per Business Requirement

Shift Timings: As per Business Requirement

CTC Offered: **217,440**

Deductions: PF / Professional Tax / Income Tax

Please note that this letter is an intent to offer and your offer will be released subject to fulfilling conditions set by eClerx and upon submitting requisite documents. We will shortly get in touch with you for the next steps. The shift and location awarded to you may change at any time during the period of employment as decided by eClerx management. Meanwhile, if you have any queries, you can mail it on

candidateexperience_eclerx@eclerx.com

Thanking You, Team-HR
eClerx Services Ltd



Annexure I

Name: Deepesh Deepak Rane
Designation: Analyst

Salary annexure - Financial Analyst

Total Compensation per month	15,100
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SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	7,550
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,082
Monthly Fixed Compensation	13,482
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Monthly Total Compensation	15,100
Annual Total Compensation	181,200
Performance Bonus (Upto)	36,240
Cost To Company	217,440
Gratuity	4,358
Total Cost To Company	221,798

Since you are enrolled under the Employees' Provident Fund Scheme, the Retiral Fund amount will be deposited in your PF account as Employer's contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation

Accepted by:

Signature:



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
Plant 2,'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel:+91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 2/13/2018

Ref No: HR/Campus/20181959

Ms. Dikshita Harish Poojari
Vidyalankar School Of Informaion Technology

Letter of Intent ("LOI")

Dear Dikshita,

With reference to your interview conducted by us at Birla College, Kalyan - Infra, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.



Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months or such other extended period as Capgemini deems fit.
3. You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

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

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

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

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com.

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring



Letter of Intent

Date: 07/06/2018

Dear Dinesh Raghunath

Congratulations for reaching the final stage of the interview process with eClerx.

Through this letter we would like to inform you that you have been shortlisted for the position of

Analyst with eClerx. The details of employment with eClerx will be as under:

Tentative Joining Date: As per Business Requirement

Joining Location: Pune/Mumbai

Shift Timings: As per Business Requirement

CTC Offered: **217,440 INR**

Deductions: PF / Professional Tax / Income Tax

Please note that this letter is an intent to offer and your offer will be released subject to fulfilling conditions set by eClerx and upon submitting requisite documents. We will shortly get in touch with you for the next steps. The shift and location awarded to you may change at any time during the period of employment as decided by eClerx management. Meanwhile, if you have any queries, you can mail it on CTS_Talent_Acquisition@eclerx.com or documentation@eclerx.com

Thanking You,
Team-HR
eClerx Services Ltd

Annexure

Name: Dinesh Raghunath

Designation: Analyst

Salary annexure - Financial Analyst

Total Compensation per month	15,100
-------------------------------------	---------------

SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	7,550
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,082
Monthly Fixed Compensation	13,482
Retrial Fund	1,618
Monthly Total Compensation	15,100
Annual Total Compensation	181,200
Performance Bonus (Up to)	36,240
Cost To Company	217,440
Gratuity	4,358
Total Cost To Company	221,798

Since you are enrolled under the Employees' Provident Fund Scheme, the Retrial Fund amount will be deposited in your PF account as Employer's contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation

Accepted By:-

Signature: _____

Name: _____

Date: _____



Letter of Intent

Date: **08-June-18**

Dear **DIVYA KUMARI.H.YADAV**

Congratulations for reaching the final stage of the interview process with eClerx.

Through this letter we would like to inform you that you have been shortlisted for the position of

Analyst with eClerx. The details of employment with eClerx will be as under:

Tentative Joining Date: As per Business Requirement

Shift Timings: As per Business Requirement

CTC Offered: **217,440**

Deductions: PF / Professional Tax / Income Tax

Please note that this letter is an intent to offer and your offer will be released subject to fulfilling conditions set by eClerx and upon submitting requisite documents. We will shortly get in touch with you for the next steps. The shift and location awarded to you may change at any time during the period of employment as decided by eClerx management. Meanwhile, if you have any queries, you can mail it on

candidateexperience_eclerx@eclerx.com

Thanking You, Team-HR
eClerx Services Ltd



Annexure I

Name: DIVYA KUMARI.H.YADAV

Designation: Analyst

Salary annexure - Financial Analyst

Total Compensation per month	15,100
-------------------------------------	---------------

SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	7,550
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,082
Monthly Fixed Compensation	13,482
Retiral Fund	1,618
Monthly Total Compensation	15,100
Annual Total Compensation	181,200
Performance Bonus (Upto)	36,240
Cost To Company	217,440
Gratuity	4,358
Total Cost To Company	221,798

Since you are enrolled under the Employees' Provident Fund Scheme, the Retiral Fund amount will be deposited in your PF account as Employer's contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation

Accepted by:

Signature:



LETTER OF INTENT

Date: 26-09-2017

Dear Divya Vishwadnya,

We are delighted to extend an offer to you for the position of Process Associate at GEP.

Your compensation will be Rs. 2,15,000 LPA (2,05,000 Fixed and 10,000 Variable).

For further process, request you to share a scanned copy of your educational certificates (SSC, HSC and Graduation), Pan card, address proof to the following Email ID, post which an offer letter will be shared.

karishma.barawkar@gep.com

Regards,

Karishma Barawkar

Associate – Shared Services

GEP Solutions Private Limited

Regd. Office 701, Bldg. No.3, Mindspace, Airoli, Navi Mumbai - 400 708, India.
P 91.22.6137 2100 / 27649100 | F 91.22.6137 2121 | www.gep.com

13/04/2018

To,
Durgesh Yadav
Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Durgesh Yadav,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

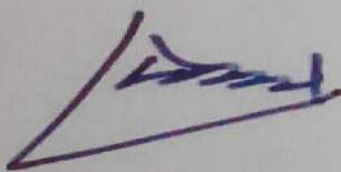
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**



LETTER OF INTENT

Date: 26-09-2017

Dear Edward Serrao,

We are delighted to extend an offer to you for the position of Process Associate at GEP.

Your compensation will be Rs. 2,15,000 LPA (2,05,000 Fixed and 10,000 Variable).

For further process, request you to share a scanned copy of your educational certificates (SSC, HSC and Graduation), Pan card, address proof to the following Email ID, post which an offer letter will be shared.

karishma.barawkar@gep.com

Regards,

Karishma Barawkar

Associate – Shared Services

GEP Solutions Private Limited

Regd. Office 701, Bldg. No.3, Mindspace, Airoli, Navi Mumbai - 400 708, India.
P 91.22.6137 2100 / 27649100 | F 91.22.6137 2121 | www.gep.com

PRIVATE & CONFIDENTIAL

February 07, 2022

Ms. Eshwari Parshuram Kashale
G Wing, 7th Floor, Room No. 703,
New PMGP Mhada Colony,
Mulund East,
Mumbai - 400081.

Dear Eshwari,

We are pleased to offer you the position of **Personal Trainer** at Junobo Hotels Private Limited reporting to, **Gym Manager**. (Please see your Job Description at Annexure 2.)

The commencement date of your employment shall be **February 07, 2022**. This contract will be valid for a year from the commencement date. This contract may be further extended on the basis of your performance and mutual agreement.

The Salary Break-Up and Employment Rules attached as Annexure 1 and the terms set out in the Addendum to this letter forms part of the terms of your employment. This may be amended from time to time by written agreement between the Company and you.

Your place of initial posting is Mumbai. The Company reserves the right to change your role or transfer your services to any other part of the Company or location in India or elsewhere, depending on the needs of the Company and its plan for the development of your career.

Pay, Benefits and Salary Structure

Your guaranteed annual pay will be **INR 2,40,000/-p.a. (Rupees Two Lakh Forty Thousand only)**, payable monthly in arrears, plus discretionary performance-based bonus payable at year end. (as per Annexure 1).

Tax rates as applicable will be applied to your remuneration, and tax shall be deducted at source from your salary. Any income tax liability that arises from your pay, allowances and benefits will be to your account.

You will be entitled to claim bona fide business expenses in accordance with the Company's Expense Policy.

You will be entitled to Group Medical Insurance & Group Personal Accident coverage as per your grade.

You will be eligible for such other benefits as are applicable to your category of employees,

This is a full-time role. Your accountability will be towards task completion. You shall be eligible for leave as per the leave policy for staff of Soho House Mumbai subject to any amendment from time to time.

Resignation & Termination of Service

You shall be on probation for a period of three months from the date of your joining the Company. Subject to the satisfactory completion of the probation period, your services shall be confirmed in writing by the Company ("Confirmation"). This probation period will be extended if the Company's Confirmation is not given.

At any time during probation, you may resign from the services of the Company only after having served a notice of thirty days. Notice period would become effective from the date of acceptance of the letter



Letter of Intent

Date: 7/6/2018

Dear Faraz Khan,

Congratulations for reaching the final stage of the interview process with eClerx.

Through this letter we would like to inform you that you have been shortlisted for the position of

Analyst with eClerx. The details of employment with eClerx will be as under:

Tentative Joining Date: As per Business Requirement

Joining Location: Pune/Mumbai

Shift Timings: As per Business Requirement

CTC Offered: **217,440 INR**

Deductions: PF / Professional Tax / Income Tax

Please note that this letter is an intent to offer and your offer will be released subject to fulfilling conditions set by eClerx and upon submitting requisite documents. We will shortly get in touch with you for the next steps. The shift and location awarded to you may change at any time during the period of employment as decided by eClerx management. Meanwhile, if you have any queries, you can mail it on CTS_Talent_Acquisition@eclerx.com or documentation@eclerx.com

Thanking You,
Team-HR
eClerx Services Ltd

Annexure

Name: Faraz Khan

Designation: Analyst

Salary annexure - Financial Analyst

Total Compensation per month	15,100
-------------------------------------	---------------

SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	7,550
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,082
Monthly Fixed Compensation	13,482
Retrial Fund	1,618
Monthly Total Compensation	15,100
Annual Total Compensation	181,200
Performance Bonus (Up to)	36,240
Cost To Company	217,440
Gratuity	4,358
Total Cost To Company	221,798

Since you are enrolled under the Employees' Provident Fund Scheme, the Retrial Fund amount will be deposited in your PF account as Employer's contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation

Accepted By:-

Signature: _____

Name: _____

Date: _____



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Gulafsha Shaikh

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A handwritten signature in blue ink, reading 'R. B. Siganporia', on a light-colored background.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



LETTER OF INTENT

Date: 26-09-2017

Dear Gursimran Kochar,

We are delighted to extend an offer to you for the position of Process Associate at GEP.

Your compensation will be Rs. 2,15,000 LPA (2,05,000 Fixed and 10,000 Variable).

For further process, request you to share a scanned copy of your educational certificates (SSC, HSC and Graduation), Pan card, address proof to the following Email ID, post which an offer letter will be shared.

karishma.barawkar@gep.com

Regards,

Karishma Barawkar

Associate – Shared Services

GEP Solutions Private Limited

Regd. Office 701, Bldg. No.3, Mindspace, Airoli, Navi Mumbai - 400 708, India.
P 91.22.6137 2100 / 27649100 | F 91.22.6137 2121 | www.gep.com



April 29, 2018

Welcome to WILP

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear **Jancyrani Marieswaran,**

Sub: Enrolment letter to Work Integrated Learning Programme (“WILP” or “Academy”) as Trainee

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Trainee - Computer Applications with the WILP which is a customized academic and training programme which will allow you to obtain M.Tech degree from one of the premier Engineer institutions in India.

The duration of the academic programme shall be 48 months from the **date of enrollment with WILP**. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited (“Wipro or “Company”).

Please read through the terms and conditions of your enrolment as provided below.
We look forward to having a long and fruitful relationship with you at WILP, wish you all the best!

Yours sincerely,
For **Wipro Limited,**

A handwritten signature in black ink, appearing to read "Sunil", is positioned above the printed name of the signatory.

Sunil Kalachar
General Manager – Talent Acquisition

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

8670317



Letter of Intent

Date: 7/6/2018

Dear Jayesh Parab

Congratulations for reaching the final stage of the interview process with eClerx.

Through this letter we would like to inform you that you have been shortlisted for the position of

Analyst with eClerx. The details of employment with eClerx will be as under:

Tentative Joining Date: As per Business Requirement

Joining Location: Pune/Mumbai

Shift Timings: As per Business Requirement

CTC Offered: **217,440 INR**

Deductions: PF / Professional Tax / Income Tax

Please note that this letter is an intent to offer and your offer will be released subject to fulfilling conditions set by eClerx and upon submitting requisite documents. We will shortly get in touch with you for the next steps. The shift and location awarded to you may change at any time during the period of employment as decided by eClerx management. Meanwhile, if you have any queries, you can mail it on CTS_Talent_Acquisition@eclerx.com or documentation@eclerx.com

Thanking You,
Team-HR
eClerx Services Ltd

Annexure

Name: Jayesh Parab

Designation: Analyst

Salary annexure - Financial Analyst

Total Compensation per month	15,100
-------------------------------------	---------------

SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	7,550
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,082
Monthly Fixed Compensation	13,482
Retrial Fund	1,618
Monthly Total Compensation	15,100
Annual Total Compensation	181,200
Performance Bonus (Up to)	36,240
Cost To Company	217,440
Gratuity	4,358
Total Cost To Company	221,798

Since you are enrolled under the Employees' Provident Fund Scheme, the Retrial Fund amount will be deposited in your PF account as Employer's contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation

Accepted By:-

Signature: _____

Name: _____

Date: _____

Date: June 5, 2018

Ref: LTI/HR/Campus/2018

Name: Jigar Shethia

College: Vidyalankar Dnyanpeeth Trust College of B. Sc. (I.T.) Wadala, Mumbai

OFFER OF EMPLOYMENT

Dear Jigar Shethia,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date

ANNEXURE-1

Name : Jigar Shethia		Date : June 5, 2018
Salary Grade : AT		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
<u>MONTHLY REMUNERATION</u>		
Basic		10,000
House Rent Allowance (H.R.A.)		3,000
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		747
Meal Allowance		1,210
Sub- Total (A)	213,684	17,807
<u>DEFERRED BENEFITS</u>		
Provident Fund (P.F.)		1200
Gratuity		481
Sub- Total (B)	20,172	1,681
Total (A+B)	233,856	19,488
Variable Pay	10,000	
Mediclaime Premium	4,140	
Grand Total	248,000	
<p>Notes:</p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution. - The eligibility for payment of Gratuity is a minimum of five years of service in the Company. - The variable component will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same. - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p>Medical Insurance:</p> <p>The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.</p>		

ANNEXURE-2

LTI-Eligibility Criteria for Non-Engineering Candidates- 2018 Batch	
Qualification	BSC,BCA,BCS
Branches:	Computer Science/Information Technology/Information science and Electronics
Age Criteria: As on 1st July of Passing year (2018)	Less than 23 years
Academic Gap:	No Academic gap allowed during/middle of the course for SSC, Diploma/HSC, Graduation
Course must complete in:	3 years
SSC, HSC , Diploma (if applicable) Percentages / CGPA:	55% & Above OR Equivalent CGPA
	NOTE: SSC /HSC should have cleared in FIRST ATTEMPT only. Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. For candidates pursuing HSC and Diploma(both),marks scored in the Diploma degree will be taken into consideration.
Graduation Percentages/CGPA:	Aggregate of 55% & Above <u>OR</u> Equivalent CGPA
	Aggregate of all semesters AND all appeared subjects(irrespective of the University rule)
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation)	Reattempts/Backlogs <u>are allowed</u> . There is no constraint on the count of Reattempts/Backlogs.
	• No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course.
Nature of Course:	All Full Time courses Only
Year of Passing:	2018 SUMMER Graduates Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history, LTI reserves right to revoke this 'Offer of Employment' without any notice.

Date: June 5, 2018

Ref: LTI/HR/Campus/2018

Name: Kajal Kandare

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Kajal Kandare,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs. 2,21,000/- as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager



LETTER OF INTENT

Date: 26-09-2017

Dear Kamal Vennam,

We are delighted to extend an offer to you for the position of Process Associate at GEP.

Your compensation will be Rs. 2,15,000 LPA (2,05,000 Fixed and 10,000 Variable).

For further process, request you to share a scanned copy of your educational certificates (SSC, HSC and Graduation), Pan card, address proof to the following Email ID, post which an offer letter will be shared.

karishma.barawkar@gep.com

Regards,

Karishma Barawkar

Associate – Shared Services

GEP Solutions Private Limited

Regd. Office 701, Bldg. No.3, Mindspace, Airoli, Navi Mumbai - 400 708, India.
P 91.22.6137 2100 / 27649100 | F 91.22.6137 2121 | www.gep.com

13/04/2018

To,

Karan Patil

Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Karan Patil,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

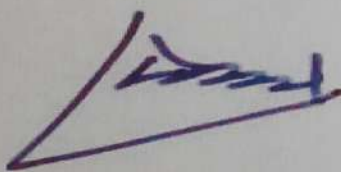
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**

Date: June 5, 2018

Ref: LTI/HR/Campus/2018

Name: Kaustubh Chaphekar

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Kaustubh Chaphekar,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs. 2,21,000/- as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager



Letter of Intent

Date: 7/6/2018

Dear Kiran Chowke

Congratulations for reaching the final stage of the interview process with eClerx.

Through this letter we would like to inform you that you have been shortlisted for the position of

Analyst with eClerx. The details of employment with eClerx will be as under:

Tentative Joining Date: As per Business Requirement

Joining Location: Pune/Mumbai

Shift Timings: As per Business Requirement

CTC Offered: **217,440 INR**

Deductions: PF / Professional Tax / Income Tax

Please note that this letter is an intent to offer and your offer will be released subject to fulfilling conditions set by eClerx and upon submitting requisite documents. We will shortly get in touch with you for the next steps. The shift and location awarded to you may change at any time during the period of employment as decided by eClerx management. Meanwhile, if you have any queries, you can mail it on CTS_Talent_Acquisition@eclerx.com or documentation@eclerx.com

Thanking You,
Team-HR
eClerx Services Ltd

Annexure

Name: Kiran Chowke

Designation: Analyst

Salary annexure - Financial Analyst

Total Compensation per month	15,100
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SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	7,550
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,082
Monthly Fixed Compensation	13,482
Retrial Fund	1,618
Monthly Total Compensation	15,100
Annual Total Compensation	181,200
Performance Bonus (Up to)	36,240
Cost To Company	217,440
Gratuity	4,358
Total Cost To Company	221,798

Since you are enrolled under the Employees' Provident Fund Scheme, the Retrial Fund amount will be deposited in your PF account as Employer's contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation

Accepted By:-

Signature: _____

Name: _____

Date: _____



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Kirti Bagwe

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A rectangular box containing a handwritten signature in blue ink. The signature appears to read 'R. B. Siganporia'.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



LETTER OF INTENT

Date: 26-09-2017

Dear Komal Wagh,

We are delighted to extend an offer to you for the position of Process Associate at GEP.

Your compensation will be Rs. 2,15,000 LPA (2,05,000 Fixed and 10,000 Variable).

For further process, request you to share a scanned copy of your educational certificates (SSC, HSC and Graduation), Pan card, address proof to the following Email ID, post which an offer letter will be shared.

karishma.barawkar@gep.com

Regards,

Karishma Barawkar

Associate – Shared Services

GEP Solutions Private Limited

Regd. Office 701, Bldg. No.3, Mindspace, Airoli, Navi Mumbai - 400 708, India.
P 91.22.6137 2100 / 27649100 | F 91.22.6137 2121 | www.gep.com



Letter of Intent

Date: 7/6/2018

Dear Madhavika Mohare,

Congratulations for reaching the final stage of the interview process with eClerx.

Through this letter we would like to inform you that you have been shortlisted for the position of

Analyst with eClerx. The details of employment with eClerx will be as under:

Tentative Joining Date: As per Business Requirement

Joining Location: Pune/Mumbai

Shift Timings: As per Business Requirement

CTC Offered: **217,440 INR**

Deductions: PF / Professional Tax / Income Tax

Please note that this letter is an intent to offer and your offer will be released subject to fulfilling conditions set by eClerx and upon submitting requisite documents. We will shortly get in touch with you for the next steps. The shift and location awarded to you may change at any time during the period of employment as decided by eClerx management. Meanwhile, if you have any queries, you can mail it on CTS_Talent_Acquisition@eclerx.com or documentation@eclerx.com

Thanking You,
Team-HR
eClerx Services Ltd

Annexure

Name: Madhavika Mohare

Designation: Analyst

Salary annexure - Financial Analyst

Total Compensation per month	15,100
-------------------------------------	---------------

SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	7,550
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,082
Monthly Fixed Compensation	13,482
Retrial Fund	1,618
Monthly Total Compensation	15,100
Annual Total Compensation	181,200
Performance Bonus (Up to)	36,240
Cost To Company	217,440
Gratuity	4,358
Total Cost To Company	221,798

Since you are enrolled under the Employees' Provident Fund Scheme, the Retrial Fund amount will be deposited in your PF account as Employer's contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation

Accepted By:-

Signature: _____

Name: _____

Date: _____

13/04/2018

To,
Madhura Gaonkar
Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Madhura Gaonkar,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

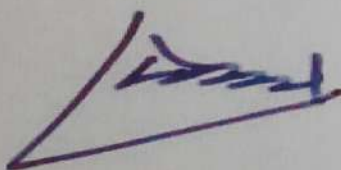
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**



April 29, 2018

Welcome to WILP

**Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256**

Dear Mahesh Janardan Apine,

Sub: Enrolment letter to Work Integrated Learning Programme (“WILP” or “Academy”) as Trainee

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Trainee - Computer Applications with the WILP which is a customized academic and training programme which will allow you to obtain M.Tech degree from one of the premier Engineer institutions in India.

The duration of the academic programme shall be 48 months from the **date of enrollment with WILP**. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited (“Wipro or “Company”).

Please read through the terms and conditions of your enrolment as provided below.
We look forward to having a long and fruitful relationship with you at WILP, wish you all the best!

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Sunil", is positioned above the name and title of the signatory.

Sunil Kalachar
General Manager – Talent Acquisition

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

8670317



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Mansi Ganesh Gupta

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A rectangular box containing a handwritten signature in blue ink. The signature appears to read 'R. B. Siganporia'.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services

Date: June 5, 2018

Ref: LTI/HR/Campus/2018

Name: Mayuri Gadhav

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Mayuri Gadhav,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs. 1,68,000/- as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

Date: June 5, 2018

Ref: LTI/HR/Campus/2018

Name: Megha

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Megha,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs. 1,80,000/- as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Meghna Bhatia

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A handwritten signature in blue ink, reading 'R. B. Siganporia', is shown on a light-colored background.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services

July 20, 2018

Letter of Offer

Dear Ms. Meghna Pratap

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you been selected as **Financial Analyst** in WNS Global Services Pvt. Ltd., based at our **Mumbai - plant 10/11 office**. The key components of your offer is as detailed below.

Career band:	Your career band would be Professional .
Role band:	You would be placed in role band A .
Title:	The title that you would be using both internally and externally would be Financial Analyst .
Compensation:	Your Total Gross Pay will be INR. 2,15,000/- (Rupees Two lakh Fifteen Thousand five hundred fifty only) per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure for your reference.
Joining Date:	You are expected to join us by August 01, 2018 .
Place of work:	Your initial place of work will be Mumbai Plant 10/11 . 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 one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

For WNS Global Services Pvt. Ltd.



R Swaminathan
Chief People Officer

WNS Global Services Private Ltd.

Business Address: Plant No. 10, Gate No. 4, Godrej & Boyce Complex, Pirojshangar, LBS Marg, Vikhroli (West), Mumbai-400 079, India. Tel +91 4095 2100 | Fax +91 22 2518 8307

CIN: U72200MH1996PTC100196



LETTER OF INTENT

Date: 26-09-2017

Dear Mehalhusen Ansari,

We are delighted to extend an offer to you for the position of Process Associate at GEP.

Your compensation will be Rs. 2,15,000 LPA (2,05,000 Fixed and 10,000 Variable).

For further process, request you to share a scanned copy of your educational certificates (SSC, HSC and Graduation), Pan card, address proof to the following Email ID, post which an offer letter will be shared.

karishma.barawkar@gep.com

Regards,

Karishma Barawkar

Associate – Shared Services

GEP Solutions Private Limited

Regd. Office 701, Bldg. No.3, Mindspace, Airoli, Navi Mumbai - 400 708, India.
P 91.22.6137 2100 / 27649100 | F 91.22.6137 2121 | www.gep.com



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Mitali Mahendra Chitre

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

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On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A handwritten signature in blue ink, reading 'R. B. Siganporia', is shown on a light-colored background.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services

Date: June 5, 2018

Ref: LTI/HR/Campus/2018

Name: Mithil Anande

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Mithil Anande,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs. 2,20,000/- as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Namrata Mayekar

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A rectangular box containing a handwritten signature in blue ink. The signature appears to read 'R. B. Siganporia'.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services

13/04/2018

To,
Neha Kolwankar
Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Neha Kolwankar,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

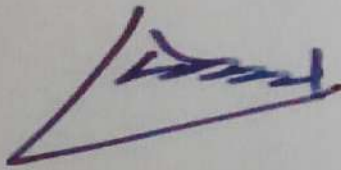
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**

Date: June 5, 2018

Ref: LTI/HR/Campus/2018

Name: Nikhil Vetal

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Nikhil Vetal,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs. 2,20,000/- as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager



Letter of Intent

Date: 7/6/2018

Dear Nikita Rajendra Surve,

Congratulations for reaching the final stage of the interview process with eClerx.

Through this letter we would like to inform you that you have been shortlisted for the position of

Analyst with eClerx. The details of employment with eClerx will be as under:

Tentative Joining Date: As per Business Requirement

Joining Location: Pune/Mumbai

Shift Timings: As per Business Requirement

CTC Offered: **217,440 INR**

Deductions: PF / Professional Tax / Income Tax

Please note that this letter is an intent to offer and your offer will be released subject to fulfilling conditions set by eClerx and upon submitting requisite documents. We will shortly get in touch with you for the next steps. The shift and location awarded to you may change at any time during the period of employment as decided by eClerx management. Meanwhile, if you have any queries, you can mail it on CTS_Talent_Acquisition@eclerx.com or documentation@eclerx.com

Thanking You,
Team-HR
eClerx Services Ltd

Annexure**Name: Nikita Rajendra Surve****Designation: Analyst****Salary annexure - Financial Analyst**

Total Compensation per month	15,100
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SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	7,550
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,082
Monthly Fixed Compensation	13,482
Retrial Fund	1,618
Monthly Total Compensation	15,100
Annual Total Compensation	181,200
Performance Bonus (Up to)	36,240
Cost To Company	217,440
Gratuity	4,358
Total Cost To Company	221,798

Since you are enrolled under the Employees' Provident Fund Scheme, the Retrial Fund amount will be deposited in your PF account as Employer's contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation

Accepted By:-

Signature: _____

Name: _____

Date: _____

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

21-Nov-2017

Nimeesha Pandare
Vidyalankar School of Information Tecnology
Mumbai

Subject: Offer of Employment ("Offer")

Dear Nimeesha Pandare,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Role- Financial Analyst

Your joining location would be **Mumbai**

Please refer to:

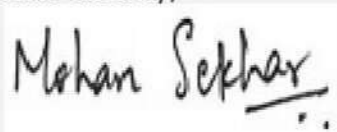
- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Career Level 10, 11, 12 & 13)

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

As further detailed in the Terms of Employment, this Offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Further, at the time of joining you are required to provide all documentation identified in Annexure 2.

Yours sincerely,



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

13/04/2018

To,

Omkar Dashrath Kavankar
Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Omkar Dashrath Kavankar,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

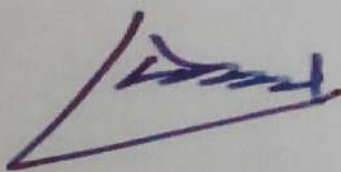
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**



LETTER OF INTENT

Date: 26-09-2017

Dear Onkar Suresh Patil,

We are delighted to extend an offer to you for the position of Process Associate at GEP.

Your compensation will be Rs. 2,15,000 LPA (2,05,000 Fixed and 10,000 Variable).

For further process, request you to share a scanned copy of your educational certificates (SSC, HSC and Graduation), Pan card, address proof to the following Email ID, post which an offer letter will be shared.

karishma.barawkar@gep.com

Regards,

Karishma Barawkar

Associate – Shared Services

GEP Solutions Private Limited

Regd. Office 701, Bldg. No.3, Mindspace, Airoli, Navi Mumbai - 400 708, India.
P 91.22.6137 2100 / 27649100 | F 91.22.6137 2121 | www.gep.com



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Pancharatna Abinave

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A handwritten signature in blue ink, reading 'R. B. Siganporia', on a light-colored background.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



Letter of Intent

Date: 7/6/2018

Dear Pankaj Toraskar,

Congratulations for reaching the final stage of the interview process with eClerx.

Through this letter we would like to inform you that you have been shortlisted for the position of

Analyst with eClerx. The details of employment with eClerx will be as under:

Tentative Joining Date: As per Business Requirement

Joining Location: Pune/Mumbai

Shift Timings: As per Business Requirement

CTC Offered: **217,440 INR**

Deductions: PF / Professional Tax / Income Tax

Please note that this letter is an intent to offer and your offer will be released subject to fulfilling conditions set by eClerx and upon submitting requisite documents. We will shortly get in touch with you for the next steps. The shift and location awarded to you may change at any time during the period of employment as decided by eClerx management. Meanwhile, if you have any queries, you can mail it on CTS_Talent_Acquisition@eclerx.com or documentation@eclerx.com

Thanking You,
Team-HR
eClerx Services Ltd

Annexure**Name: Pankaj Toraskar****Designation: Analyst****Salary annexure - Financial Analyst**

Total Compensation per month	15,100
-------------------------------------	---------------

SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	7,550
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,082
Monthly Fixed Compensation	13,482
Retrial Fund	1,618
Monthly Total Compensation	15,100
Annual Total Compensation	181,200
Performance Bonus (Up to)	36,240
Cost To Company	217,440
Gratuity	4,358
Total Cost To Company	221,798

Since you are enrolled under the Employees' Provident Fund Scheme, the Retrial Fund amount will be deposited in your PF account as Employer's contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation

Accepted By:-

Signature: _____

Name: _____

Date: _____

13/04/2018

To,
Pankaj Ahire
Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Pankaj Ahire,
This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

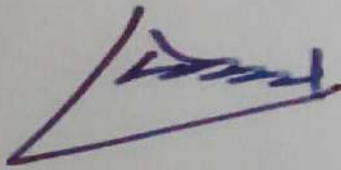
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**

13/04/2018

To,
Paramjeet Rawat
Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Paramjeet Rawat,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

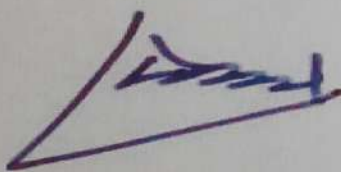
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**

Date: June 5, 2018

Ref: LTI/HR/Campus/2018

Name: Parishit Mayekar

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Parishit Mayekar,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs. 2,30,000/- as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager



April 29, 2018

Welcome to WILP

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Pooja Behra,

Sub: Enrolment letter to Work Integrated Learning Programme (“WILP” or “Academy”) as Trainee

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Trainee - Computer Applications with the WILP which is a customized academic and training programme which will allow you to obtain M.Tech degree from one of the premier Engineer institutions in India.

The duration of the academic programme shall be 48 months from the **date of enrollment with WILP**. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited (“Wipro or “Company”).

Please read through the terms and conditions of your enrolment as provided below.
We look forward to having a long and fruitful relationship with you at WILP, wish you all the best!

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Sunil", is placed above the printed name of the signatory.

Sunil Kalachar
General Manager – Talent Acquisition

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

8670317



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Pooja Penta

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A rectangular box containing a handwritten signature in blue ink. The signature appears to read 'R. B. Siganporia'.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



Letter of Intent

Date: 07/06/2018

Dear Pooja Kadam

Congratulations for reaching the final stage of the interview process with eClerx.

Through this letter we would like to inform you that you have been shortlisted for the position of

Analyst with eClerx. The details of employment with eClerx will be as under:

Tentative Joining Date: As per Business Requirement

Joining Location: Pune/Mumbai

Shift Timings: As per Business Requirement

CTC Offered: **217,440 INR**

Deductions: PF / Professional Tax / Income Tax

Please note that this letter is an intent to offer and your offer will be released subject to fulfilling conditions set by eClerx and upon submitting requisite documents. We will shortly get in touch with you for the next steps. The shift and location awarded to you may change at any time during the period of employment as decided by eClerx management. Meanwhile, if you have any queries, you can mail it on CTS_Talent_Acquisition@eclerx.com or documentation@eclerx.com

Thanking You,
Team-HR
eClerx Services Ltd

AnnexureName: **Pooja Kadam**Designation: **Analyst****Salary annexure - Financial Analyst**

Total Compensation per month	15,100
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SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	7,550
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,082
Monthly Fixed Compensation	13,482
Retrial Fund	1,618
Monthly Total Compensation	15,100
Annual Total Compensation	181,200
Performance Bonus (Up to)	36,240
Cost To Company	217,440
Gratuity	4,358
Total Cost To Company	221,798

Since you are enrolled under the Employees' Provident Fund Scheme, the Retrial Fund amount will be deposited in your PF account as Employer's contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation

Accepted By:-

Signature: _____

Name: _____

Date: _____

Date: June 5, 2018

Ref: LTI/HR/Campus/2018

Name: Prachi Gupta

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Prachi Gupta,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs. 1,44,000/- as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager



PRIVATE & CONFIDENTIAL

Dear Pradeep Panda,

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Revenue Cycle Officer AR**, in Grade **11**, in Department **RCM** with our organization commencing from **June 10, 2018**.

Your annual compensation will be **INR 2,48,000/-**. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexures.

IKS Health is defined by an efficient and reliable culture that sets us apart. Our DNA, while evolving through various transformations, has still constitutionally been driven by the same core values. **Customer first** has been one such belief that influences every employee at IKS Health. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our ownership, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength by caring for our customers and our people. Hence, collaboration at workforce goes hand-in-hand with greater accountability, thereby creating responsible members at our workplace. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of innovation so that established systems and ways of doing things are constantly tested, questioned and disrupted. Continuous learning and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at IKS Health that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the IKS Health way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our Mumbai office on **June 10, 2018**. Please keep your recruiter informed, in case of advancement in the joining date

Please endorse your acceptance, within the next two business days, by duly signing the duplicate copy of this letter on all sheets, including annexures, at the bottom on the right corner and return to the undersigned. Please refrain from soliciting other offers based on this letter as the same will be null and void if so used

We wish you all the best.

Thanking you,
For Inventurus Knowledge Solutions Pvt. Ltd.
HR Team

Inventurus Knowledge Solutions Private Limited, Mis Serene Properties Pvt. Ltd. (SEZ), Unit No, 203, Building No. 5 & 6. Mindspace, Airoli, Navi Mumbai-400 706, India | Board: +91 22 3071 1100 | Fax: +91 22 6646 6879 | info@kshealth.in | www.kshealth.com Registered Address: Panduronga Timblo Industries, Akash Bhavan, 2nd Floor, Opp Canara Bank, Panjim, Goa-403 001, India

CIN: U72200GA2006PTC004816



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 2/15/2018

Ms. Prajakta Niwas Mohite
Vidyalankar School of Information Technology

Letter of Intent ("LOI")

Dear Prajakta,

With reference to your interview conducted by us at Birla College, Kalyan - Infra, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.



Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months or such other extended period as Capgemini deems fit.
3. You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

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

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

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

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com.

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

13/04/2018

To,

Prajwal Vivekanand Bhosale
Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Prajwal Vivekanand Bhosale,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

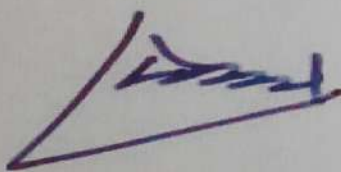
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**

13/04/2018

To,

Pranali Navalu

Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Pranali Navalu,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

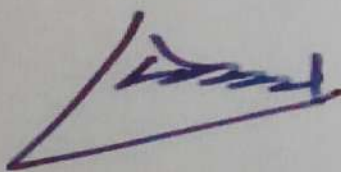
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

21-Nov-2017

Pranav Parte
Vidyalankar School of Information Technology
Mumbai

Subject: Offer of Employment ("Offer")

Dear Pranav Parte,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Role- Financial Analyst

Your joining location would be **Mumbai**

Please refer to:

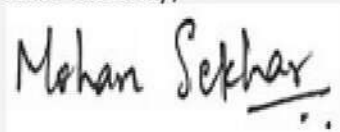
- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Career Level 10, 11, 12 & 13)

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

As further detailed in the Terms of Employment, this Offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Further, at the time of joining you are required to provide all documentation identified in Annexure 2.

Yours sincerely,



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India



April 29, 2018

Welcome to WILP

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Prasad Gurunath Bagawe,

Sub: Enrolment letter to Work Integrated Learning Programme (“WILP” or “Academy”) as Trainee

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Trainee - Computer Applications with the WILP which is a customized academic and training programme which will allow you to obtain M.Tech degree from one of the premier Engineer institutions in India.

The duration of the academic programme shall be 48 months from the **date of enrollment with WILP**. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited (“Wipro or “Company”).

Please read through the terms and conditions of your enrolment as provided below.
We look forward to having a long and fruitful relationship with you at WILP, wish you all the best!

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Sunil", is positioned above the printed name of the signatory.

Sunil Kalachar
General Manager – Talent Acquisition

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

8670317



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 2/16/2018

Mr. Prathamesh Chalke
Vidyalankar School of Information Technology

Letter of Intent ("LOI")

Dear Prathamesh,

With reference to your interview conducted by us at Birla College, Kalyan - Infra, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.



Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months or such other extended period as Capgemini deems fit.
3. You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

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

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

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

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com.

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

13/04/2018

To,
Prathamesh S Rege
Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Prathamesh S Rege,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:


- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Prem

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A rectangular box containing a handwritten signature in blue ink. The signature appears to read 'R. B. Siganporia'.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Priyanka

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A handwritten signature in blue ink, reading 'R. B. Siganporia', is shown on a light-colored background.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



PRIVATE & CONFIDENTIAL

Dear Rahil Qureshi,

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Revenue Cycle Officer AR**, in Grade **11**, in Department **RCM** with our organization commencing from **June 10, 2018**.

Your annual compensation will be **INR 2,48,000/-**. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexures.

IKS Health is defined by an efficient and reliable culture that sets us apart. Our DNA, while evolving through various transformations, has still constitutionally been driven by the same core values. **Customer first** has been one such belief that influences every employee at IKS Health. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our ownership, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength by caring for our customers and our people. Hence, collaboration at workforce goes hand-in-hand with greater accountability, thereby creating responsible members at our workplace. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of innovation so that established systems and ways of doing things are constantly tested, questioned and disrupted. Continuous learning and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at IKS Health that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the IKS Health way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our Mumbai office on **June 10, 2018**. Please keep your recruiter informed, in case of advancement in the joining date

Please endorse your acceptance, within the next two business days, by duly signing the duplicate copy of this letter on all sheets, including annexures, at the bottom on the right corner and return to the undersigned. Please refrain from soliciting other offers based on this letter as the same will be null and void if so used

We wish you all the best.

Thanking you,
For Inventurus Knowledge Solutions Pvt. Ltd.
HR Team

Inventurus Knowledge Solutions Private Limited, Mis Serene Properties Pvt. Ltd. (SEZ), Unit No, 203, Building No. 5 & 6. Mindspace, Airoli, Navi Mumbai-400 706, India | Board: +91 22 3071 1100 | Fax: +91 22 6646 6879 | info@kshealth.in | www.kshealth.com Registered Address: Panduronga Timblo Industries, Akash Bhavan, 2nd Floor, Opp Canara Bank, Panjim, Goa-403 001, India

CIN: U72200GA2006PTC004816

Date: June 5, 2018

Ref: LTI/HR/Campus/2018

Name: Rahim Shaikh

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Rahim Shaikh,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs. 2,48,000/- as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Rajat Jaiswal

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A rectangular box containing a handwritten signature in blue ink. The signature appears to read 'R. B. Siganporia'.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Rakshita Devadiga

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A handwritten signature in blue ink, reading 'R. B. Siganporia', is shown on a light-colored background.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



LETTER OF INTENT

Date: 26-09-2017

Dear Candidate,

We are delighted to extend an offer to you for the position of Process Associate at GEP.

Your compensation will be Rs. 2,15,000 LPA (2,05,000 Fixed and 10,000 Variable).

For further process, request you to share a scanned copy of your educational certificates (SSC, HSC and Graduation), Pan card, address proof to the following Email ID, post which an offer letter will be shared.

karishma.barawkar@gep.com

Regards,

Karishma Barawkar

Associate – Shared Services

GEP Solutions Private Limited

Regd. Office 701, Bldg. No.3, Mindspace, Airoli, Navi Mumbai - 400 708, India.
P 91.22.6137 2100 / 27649100 | F 91.22.6137 2121 | www.gep.com



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 2/12/2018

Ms. Rashmita Shetty
Vidyalankar School of Information Technology

Letter of Intent ("LOI")

Dear Rashmita,

With reference to your interview conducted by us at Birla College, Kalyan - Infra, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.



Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months or such other extended period as Capgemini deems fit.
3. You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

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

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

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

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com.

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring



Letter of Intent

Date: **08-June-18**

Dear **Rasika Gothankar**

Congratulations for reaching the final stage of the interview process with eClerx.

Through this letter we would like to inform you that you have been shortlisted for the position of

Analyst with eClerx. The details of employment with eClerx will be as under:

Tentative Joining Date: As per Business Requirement

Shift Timings: As per Business Requirement

CTC Offered: **217,440**

Deductions: PF / Professional Tax / Income Tax

Please note that this letter is an intent to offer and your offer will be released subject to fulfilling conditions set by eClerx and upon submitting requisite documents. We will shortly get in touch with you for the next steps. The shift and location awarded to you may change at any time during the period of employment as decided by eClerx management. Meanwhile, if you have any queries, you can mail it on

candidateexperience_eclerx@eclerx.com

Thanking You, Team-HR
eClerx Services Ltd



Annexure I

Name: Rasika Gothankar

Designation: Analyst

Salary annexure - Financial Analyst

Total Compensation per month	15,100
-------------------------------------	---------------

SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	7,550
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,082
Monthly Fixed Compensation	13,482
Retiral Fund	1,618
Monthly Total Compensation	15,100
Annual Total Compensation	181,200
Performance Bonus (Upto)	36,240
Cost To Company	217,440
Gratuity	4,358
Total Cost To Company	221,798

Since you are enrolled under the Employees' Provident Fund Scheme, the Retiral Fund amount will be deposited in your PF account as Employer's contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation

Accepted by:

Signature:



LETTER OF INTENT

Date: 26-09-2017

Dear Revati Khopade,

We are delighted to extend an offer to you for the position of Process Associate at GEP.

Your compensation will be Rs. 2,15,000 LPA (2,05,000 Fixed and 10,000 Variable).

For further process, request you to share a scanned copy of your educational certificates (SSC, HSC and Graduation), Pan card, address proof to the following Email ID, post which an offer letter will be shared.

karishma.barawkar@gep.com

Regards,
Karishma Barawkar
Associate – Shared Services

GEP Solutions Private Limited

Regd. Office 701, Bldg. No.3, Mindspace, Airoli, Navi Mumbai - 400 708, India.
P 91.22.6137 2100 / 27649100 | F 91.22.6137 2121 | www.gep.com

13/04/2018

To,
Rohan Shah
Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Rohan Shah,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

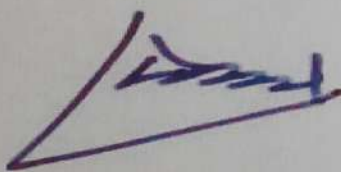
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**

13/04/2018

To,

Rohan Tandalekar

Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Rohan Tandalekar,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

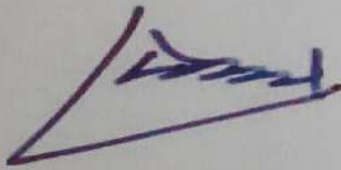
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**

13/04/2018

To,

Rohit Kanojia

Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Rohit Kanojia,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

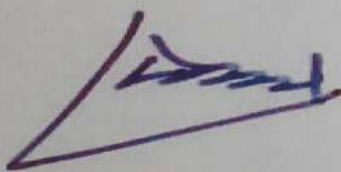
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 2/12/2018

Mr. Rohit Mishra
Vidyalankar School of Information Technology

Letter of Intent ("LOI")

Dear Rohit,

With reference to your interview conducted by us at Birla College, Kalyan - Infra, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.



Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months or such other extended period as Capgemini deems fit.
3. You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

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

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

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

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com.

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 2/12/2018

Mr. Ronit Manohar Gaikwad
Vidyalankar School of Information Technology

Letter of Intent ("LOI")

Dear Ronit,

With reference to your interview conducted by us at Birla College, Kalyan - Infra, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.



Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months or such other extended period as Capgemini deems fit.
3. You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

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

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

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

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com.

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

13/04/2018

To,

Roshan Gupta

Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Roshan Gupta,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

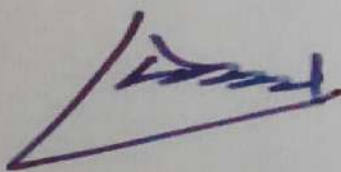
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**

Date: June 5, 2018

Ref: LTI/HR/Campus/2018

Name: Ruchika Polasa

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Ruchika Polasa,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs. 2,48,000/- as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

July 20, 2018

Letter of Offer

Dear Mr. Rushikesh Kamble

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you been selected as **Financial Analyst** in WNS Global Services Pvt. Ltd., based at our **Mumbai - plant 10/11 office**. The key components of your offer is as detailed below.

Career band:	Your career band would be Professional .
Role band:	You would be placed in role band A .
Title:	The title that you would be using both internally and externally would be Financial Analyst .
Compensation:	Your Total Gross Pay will be INR. 2,15,000/- (Rupees Two lakh Fifteen Thousand five hundred fifty only) per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure for your reference.
Joining Date:	You are expected to join us by August 01, 2018 .
Place of work:	Your initial place of work will be Mumbai Plant 10/11 . 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 one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

For WNS Global Services Pvt. Ltd.



R Swaminathan
Chief People Officer

WNS Global Services Private Ltd.

Business Address: Plant No. 10, Gate No. 4, Godrej & Boyce Complex, Pirojshangar, LBS Marg, Vikhroli (West), Mumbai-400 079, India. Tel +91 4095 2100 | Fax +91 22 2518 8307

CIN: U72200MH1996PTC100196



PRIVATE & CONFIDENTIAL

Dear Sadhika Sudrik,

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Revenue Cycle Officer AR**, in Grade **11**, in Department **RCM** with our organization commencing from **June 10, 2018**.

Your annual compensation will be **INR 2,48,000/-**. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexures.

IKS Health is defined by an efficient and reliable culture that sets us apart. Our DNA, while evolving through various transformations, has still constitutionally been driven by the same core values. **Customer first** has been one such belief that influences every employee at IKS Health. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our ownership, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength by caring for our customers and our people. Hence, collaboration at workforce goes hand-in-hand with greater accountability, thereby creating responsible members at our workplace. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of innovation so that established systems and ways of doing things are constantly tested, questioned and disrupted. Continuous learning and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at IKS Health that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the IKS Health way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our Mumbai office on **June 10, 2018**. Please keep your recruiter informed, in case of advancement in the joining date

Please endorse your acceptance, within the next two business days, by duly signing the duplicate copy of this letter on all sheets, including annexures, at the bottom on the right corner and return to the undersigned. Please refrain from soliciting other offers based on this letter as the same will be null and void if so used

We wish you all the best.

Thanking you,
For Inventurus Knowledge Solutions Pvt. Ltd.
HR Team

Inventurus Knowledge Solutions Private Limited, Mis Serene Properties Pvt. Ltd. (SEZ), Unit No, 203, Building No. 5 & 6. Mindspace, Airoli, Navi Mumbai-400 706, India | Board: +91 22 3071 1100 | Fax: +91 22 6646 6879 | info@kshealth.in | www.kshealth.com Registered Address: Panduronga Timblo Industries, Akash Bhavan, 2nd Floor, Opp Canara Bank, Panjim, Goa-403 001, India

CIN: U72200GA2006PTC004816



Letter of Intent

Date: **08-June-18**

Dear **Saurabh Jaiswal**

Congratulations for reaching the final stage of the interview process with eClerx.

Through this letter we would like to inform you that you have been shortlisted for the position of

Analyst with eClerx. The details of employment with eClerx will be as under:

Tentative Joining Date: As per Business Requirement

Shift Timings: As per Business Requirement

CTC Offered: **217,440**

Deductions: PF / Professional Tax / Income Tax

Please note that this letter is an intent to offer and your offer will be released subject to fulfilling conditions set by eClerx and upon submitting requisite documents. We will shortly get in touch with you for the next steps. The shift and location awarded to you may change at any time during the period of employment as decided by eClerx management. Meanwhile, if you have any queries, you can mail it on

candidateexperience_eclerx@eclerx.com

Thanking You, Team-HR
eClerx Services Ltd



Annexure I

Name: Saurabh Jaiswal
Designation: Analyst

Salary annexure - Financial Analyst

Total Compensation per month	15,100
-------------------------------------	---------------

SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	7,550
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,082
Monthly Fixed Compensation	13,482
Retiral Fund	1,618
Monthly Total Compensation	15,100
Annual Total Compensation	181,200
Performance Bonus (Upto)	36,240
Cost To Company	217,440
Gratuity	4,358
Total Cost To Company	221,798

Since you are enrolled under the Employees' Provident Fund Scheme, the Retiral Fund amount will be deposited in your PF account as Employer's contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation

Accepted by:

Signature:

June 20, 2018

Letter of Offer

Dear Mr. Saurabh Joshi

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you been selected as **Research Analyst** in WNS Global Services Pvt. Ltd., based at our **Mumbai - plant 10/11 office**. The key components of your offer is as detailed below.

Career band:	Your career band would be Professional .
Role band:	You would be placed in role band A .
Title:	The title that you would be using both internally and externally would be Financial Analyst .
Compensation:	Your Total Gross Pay will be INR. 2,15,000/- (Rupees Two lakh Fifteen Thousand five hundred fifty only) per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure for your reference.
Joining Date:	You are expected to join us by July 01, 2018 .
Place of work:	Your initial place of work will be Mumbai Plant 10/11 . 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 one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

For WNS Global Services Pvt. Ltd.



R Swaminathan
Chief People Officer

WNS Global Services Private Ltd.

Business Address: Plant No. 10, Gate No. 4, Godrej & Boyce Complex, Pirojshangar, LBS Marg, Vikhroli (West), Mumbai-400 079, India. Tel +91 4095 2100 | Fax +91 22 2518 8307

CIN: U72200MH1996PTC100196

Date: June 5, 2018

Ref: LTI/HR/Campus/2018

Name: Saurabhi Sawant

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Saurabhi Sawant,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs. 2,48,000/- as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

Date: June 5, 2018

Ref: LTI/HR/Campus/2018

Name: Shahnawa Khan

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Shahnawa Khan,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs. 3,00,000/- as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager



LETTER OF INTENT

Date: 26-09-2017

Dear Shaikh Afroza Mohammad Hussain,

We are delighted to extend an offer to you for the position of Process Associate at GEP.

Your compensation will be Rs. 2,15,000 LPA (2,05,000 Fixed and 10,000 Variable).

For further process, request you to share a scanned copy of your educational certificates (SSC, HSC and Graduation), Pan card, address proof to the following Email ID, post which an offer letter will be shared.

karishma.barawkar@gep.com

Regards,

Karishma Barawkar

Associate – Shared Services

GEP Solutions Private Limited

Regd. Office 701, Bldg. No.3, Mindspace, Airoli, Navi Mumbai - 400 708, India.
P 91.22.6137 2100 / 27649100 | F 91.22.6137 2121 | www.gep.com



LETTER OF INTENT

Date: 26-09-2017

Dear Shankar Kondaya,

We are delighted to extend an offer to you for the position of Process Associate at GEP.

Your compensation will be Rs. 2,15,000 LPA (2,05,000 Fixed and 10,000 Variable).

For further process, request you to share a scanned copy of your educational certificates (SSC, HSC and Graduation), Pan card, address proof to the following Email ID, post which an offer letter will be shared.

karishma.barawkar@gep.com

Regards,

Karishma Barawkar

Associate – Shared Services

GEP Solutions Private Limited

Regd. Office 701, Bldg. No.3, Mindspace, Airoli, Navi Mumbai - 400 708, India.
P 91.22.6137 2100 / 27649100 | F 91.22.6137 2121 | www.gep.com



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 2/14/2018

Ms. Sheeja Peter Sherry
Vidyalankar School of Information Technology

Letter of Intent ("LOI")

Dear Sheeja,

With reference to your interview conducted by us at Birla College, Kalyan - Infra, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.



Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months or such other extended period as Capgemini deems fit.
3. You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

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

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

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

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com.

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring



PRIVATE & CONFIDENTIAL

Dear Shiddhi Shinde,

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Revenue Cycle Officer AR**, in Grade **11**, in Department **RCM** with our organization commencing from **June 10, 2018**.

Your annual compensation will be **INR 2,48,000/-**. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexures.

IKS Health is defined by an efficient and reliable culture that sets us apart. Our DNA, while evolving through various transformations, has still constitutionally been driven by the same core values. **Customer first** has been one such belief that influences every employee at IKS Health. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our ownership, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength by caring for our customers and our people. Hence, collaboration at workforce goes hand-in-hand with greater accountability, thereby creating responsible members at our workplace. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of innovation so that established systems and ways of doing things are constantly tested, questioned and disrupted. Continuous learning and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at IKS Health that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the IKS Health way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our Mumbai office on **June 10, 2018**. Please keep your recruiter informed, in case of advancement in the joining date

Please endorse your acceptance, within the next two business days, by duly signing the duplicate copy of this letter on all sheets, including annexures, at the bottom on the right corner and return to the undersigned. Please refrain from soliciting other offers based on this letter as the same will be null and void if so used

We wish you all the best.

Thanking you,
For Inventurus Knowledge Solutions Pvt. Ltd.
HR Team

Inventurus Knowledge Solutions Private Limited, Mis Serene Properties Pvt. Ltd. (SEZ), Unit No, 203, Building No. 5 & 6. Mindspace, Airoli, Navi Mumbai-400 706, India | Board: +91 22 3071 1100 | Fax: +91 22 6646 6879 | info@kshealth.in | www.kshealth.com Registered Address: Panduronga Timblo Industries, Akash Bhavan, 2nd Floor, Opp Canara Bank, Panjim, Goa-403 001, India

CIN: U72200GA2006PTC004816

13/04/2018

To,
Shivabalan Nadar
Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Shivabalan Nadar,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

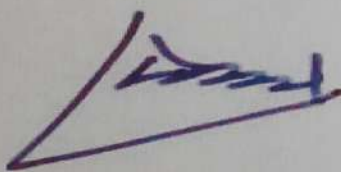
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**



LETTER OF INTENT

Date: 26-09-2017

Dear Shreyas Yadav,

We are delighted to extend an offer to you for the position of Process Associate at GEP.

Your compensation will be Rs. 2,15,000 LPA (2,05,000 Fixed and 10,000 Variable).

For further process, request you to share a scanned copy of your educational certificates (SSC, HSC and Graduation), Pan card, address proof to the following Email ID, post which an offer letter will be shared.

karishma.barawkar@gep.com

Regards,
Karishma Barawkar
Associate – Shared Services

GEP Solutions Private Limited

Regd. Office 701, Bldg. No.3, Mindspace, Airoli, Navi Mumbai - 400 708, India.
P 91.22.6137 2100 / 27649100 | F 91.22.6137 2121 | www.gep.com

13/04/2018

To,
Shruti Shekhar Gurav
Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Shruti Shekhar Gurav,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

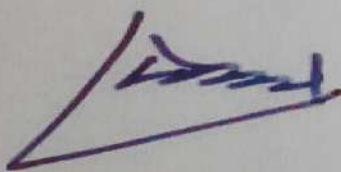
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**

Date: July 17, 2017

Ref: LTI/HR/Campus/2018

Name: Shubham Chavan

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Shubham Chavan,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date

ANNEXURE-1

Name : Shubham Chavan		Date : July 17, 2017
Salary Grade : AT		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
MONTHLY REMUNERATION		
Basic		10,000
House Rent Allowance (H.R.A.)		3,000
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		747
Meal Allowance		1,210
Sub- Total (A)	213,684	17,807
DEFERRED BENEFITS		
Provident Fund (P.F.)		1200
Gratuity		481
Sub- Total (B)	20,172	1,681
Total (A+B)	233,856	19,488
Variable Pay	10,000	
Mediclaime Premium	4,140	
Grand Total	248,000	
<p>Notes:</p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any , subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution. - The eligibility for payment of Gratuity is a minimum of five years of service in the Company. - The variable component will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same. - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p>Medical Insurance:</p> <p>The Group Mediclaime Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 100,000/- p.a.</p>		

ANNEXURE-2

LTI-Eligibility Criteria for Non-Engineering Candidates- 2018 Batch	
Qualification	BSC,BCA,BCS
Branches:	Computer Science/Information Technology/Information science and Electronics
Age Criteria: As on 1st July of Passing year (2018)	Less than 23 years
Academic Gap:	No Academic gap allowed during/middle of the course for SSC, Diploma/HSC, Graduation
Course must complete in:	3 years
SSC, HSC , Diploma (if applicable) Percentages / CGPA:	55% & Above OR Equivalent CGPA NOTE: SSC /HSC should have cleared in FIRST ATTEMPT only. Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. For candidates pursuing HSC and Diploma(both),marks scored in the Diploma degree will be taken into consideration.
Graduation Percentages/CGPA:	Aggregate of 55% & Above <u>OR</u> Equivalent CGPA Aggregate of all semesters AND all appeared subjects(irrespective of the University rule)
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation)	Reattempts/Backlogs <u>are allowed</u> . There is no constraint on the count of Reattempts/Backlogs. • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course.
Nature of Course:	All Full Time courses Only
Year of Passing:	2018 SUMMER Graduates Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history, LTI reserves right to revoke this 'Offer of Employment' without any notice.



Letter of Intent

Date: 7/6/2018

Dear Shubham Salvi

Congratulations for reaching the final stage of the interview process with eClerx.

Through this letter we would like to inform you that you have been shortlisted for the position of

Analyst with eClerx. The details of employment with eClerx will be as under:

Tentative Joining Date: As per Business Requirement

Joining Location: Pune/Mumbai

Shift Timings: As per Business Requirement

CTC Offered: **217,440 INR**

Deductions: PF / Professional Tax / Income Tax

Please note that this letter is an intent to offer and your offer will be released subject to fulfilling conditions set by eClerx and upon submitting requisite documents. We will shortly get in touch with you for the next steps. The shift and location awarded to you may change at any time during the period of employment as decided by eClerx management. Meanwhile, if you have any queries, you can mail it on CTS_Talent_Acquisition@eclerx.com or documentation@eclerx.com

Thanking You,
Team-HR
eClerx Services Ltd

Annexure

Name: Shubham Salvi

Designation: Analyst

Salary annexure - Financial Analyst

Total Compensation per month	15,100
-------------------------------------	---------------

SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	7,550
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,082
Monthly Fixed Compensation	13,482
Retrial Fund	1,618
Monthly Total Compensation	15,100
Annual Total Compensation	181,200
Performance Bonus (Up to)	36,240
Cost To Company	217,440
Gratuity	4,358
Total Cost To Company	221,798

Since you are enrolled under the Employees' Provident Fund Scheme, the Retrial Fund amount will be deposited in your PF account as Employer's contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation

Accepted By:-

Signature: _____

Name: _____

Date: _____

13/04/2018

To,
Shubham Tandalekar
Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Shubham Tandalekar,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

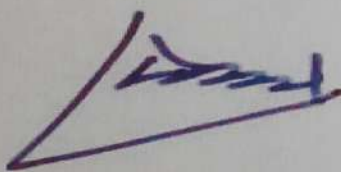
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**

Date: July 17, 2017

Ref: LTI/HR/Campus/2018

Name: Siddhesh Chavan

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Siddhesh Chavan,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date

ANNEXURE-1

Name : Siddhesh Chavan		Date : July 17, 2017
Salary Grade : AT		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
MONTHLY REMUNERATION		
Basic		10,000
House Rent Allowance (H.R.A.)		3,000
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		747
Meal Allowance		1,210
Sub- Total (A)	213,684	17,807
DEFERRED BENEFITS		
Provident Fund (P.F.)		1200
Gratuity		481
Sub- Total (B)	20,172	1,681
Total (A+B)	233,856	19,488
Variable Pay	10,000	
Mediclaime Premium	4,140	
Grand Total	248,000	
<p>Notes:</p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any, subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution. - The eligibility for payment of Gratuity is a minimum of five years of service in the Company. - The variable component will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same. - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p>Medical Insurance:</p> <p>The Group Mediclaime Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 100,000/- p.a.</p>		

ANNEXURE-2

LTI-Eligibility Criteria for Non-Engineering Candidates- 2018 Batch	
Qualification	BSC,BCA,BCS
Branches:	Computer Science/Information Technology/Information science and Electronics
Age Criteria: As on 1st July of Passing year (2018)	Less than 23 years
Academic Gap:	No Academic gap allowed during/middle of the course for SSC, Diploma/HSC, Graduation
Course must complete in:	3 years
SSC, HSC , Diploma (if applicable) Percentages / CGPA:	55% & Above OR Equivalent CGPA NOTE: SSC /HSC should have cleared in FIRST ATTEMPT only. Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. For candidates pursuing HSC and Diploma(both),marks scored in the Diploma degree will be taken into consideration.
Graduation Percentages/CGPA:	Aggregate of 55% & Above <u>OR</u> Equivalent CGPA Aggregate of all semesters AND all appeared subjects(irrespective of the University rule)
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation)	Reattempts/Backlogs <u>are allowed</u> . There is no constraint on the count of Reattempts/Backlogs. • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course.
Nature of Course:	All Full Time courses Only
Year of Passing:	2018 SUMMER Graduates Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history, LTI reserves right to revoke this 'Offer of Employment' without any notice.



LETTER OF INTENT

Date: 26-09-2017

Dear Siddhesh Mahadik,

We are delighted to extend an offer to you for the position of Process Associate at GEP.

Your compensation will be Rs. 2,15,000 LPA (2,05,000 Fixed and 10,000 Variable).

For further process, request you to share a scanned copy of your educational certificates (SSC, HSC and Graduation), Pan card, address proof to the following Email ID, post which an offer letter will be shared.

karishma.barawkar@gep.com

Regards,

Karishma Barawkar

Associate – Shared Services

GEP Solutions Private Limited

Regd. Office 701, Bldg. No.3, Mindspace, Airoli, Navi Mumbai - 400 708, India.
P 91.22.6137 2100 / 27649100 | F 91.22.6137 2121 | www.gep.com

Date: July 17, 2017

Ref: LTI/HR/Campus/2018

Name: Siddhi Panchal

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Siddhi Panchal,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

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2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.lntinfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date

ANNEXURE-1

Name : Siddhi Panchal		Date : July 17, 2017
Salary Grade : AT		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
MONTHLY REMUNERATION		
Basic		10,000
House Rent Allowance (H.R.A.)		3,000
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		747
Meal Allowance		1,210
Sub- Total (A)	213,684	17,807
DEFERRED BENEFITS		
Provident Fund (P.F.)		1200
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Total (A+B)	233,856	19,488
Variable Pay	10,000	
Mediclaime Premium	4,140	
Grand Total	248,000	
<p>Notes:</p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any , subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution. - The eligibility for payment of Gratuity is a minimum of five years of service in the Company. - The variable component will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same. - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p>Medical Insurance:</p> <p>The Group Mediclaime Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 100,000/- p.a.</p>		

ANNEXURE-2

LTI-Eligibility Criteria for Non-Engineering Candidates- 2018 Batch	
Qualification	BSC,BCA,BCS
Branches:	Computer Science/Information Technology/Information science and Electronics
Age Criteria: As on 1st July of Passing year (2018)	Less than 23 years
Academic Gap:	No Academic gap allowed during/middle of the course for SSC, Diploma/HSC, Graduation
Course must complete in:	3 years
SSC, HSC , Diploma (if applicable) Percentages / CGPA:	55% & Above OR Equivalent CGPA NOTE: SSC /HSC should have cleared in FIRST ATTEMPT only. Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. For candidates pursuing HSC and Diploma(both),marks scored in the Diploma degree will be taken into consideration.
Graduation Percentages/CGPA:	Aggregate of 55% & Above <u>OR</u> Equivalent CGPA Aggregate of all semesters AND all appeared subjects(irrespective of the University rule)
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation)	Reattempts/Backlogs <u>are allowed</u> . There is no constraint on the count of Reattempts/Backlogs. • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course.
Nature of Course:	All Full Time courses Only
Year of Passing:	2018 SUMMER Graduates Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history, LTI reserves right to revoke this 'Offer of Employment' without any notice.

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

21-Nov-2017

Sneha Shrinivas Anumalla
Vidyalankar School of Information Technology
Mumbai

Subject: Offer of Employment ("Offer")

Dear Sneha Shrinivas Anumalla,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Role- Financial Analyst

Your joining location would be **Mumbai**

Please refer to:

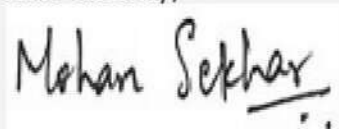
- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Career Level 10, 11, 12 & 13)

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

As further detailed in the Terms of Employment, this Offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Further, at the time of joining you are required to provide all documentation identified in Annexure 2.

Yours sincerely,



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India

June 20, 2018

Letter of Offer

Dear Mr. Sonu Gupta

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you been selected as **Research Analyst** in WNS Global Services Pvt. Ltd., based at our **Mumbai - plant 10/11 office**. The key components of your offer is as detailed below.

Career band:	Your career band would be Professional .
Role band:	You would be placed in role band A .
Title:	The title that you would be using both internally and externally would be Financial Analyst .
Compensation:	Your Total Gross Pay will be INR. 2,15,000/- (Rupees Two lakh Fifteen Thousand five hundred fifty only) per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure for your reference.
Joining Date:	You are expected to join us by July 01, 2018 .
Place of work:	Your initial place of work will be Mumbai Plant 10/11 . 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 one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

For WNS Global Services Pvt. Ltd.



R Swaminathan
Chief People Officer

WNS Global Services Private Ltd.

Business Address: Plant No. 10, Gate No. 4, Godrej & Boyce Complex, Pirojshangar, LBS Marg, Vikhroli (West), Mumbai-400 079, India. Tel +91 4095 2100 | Fax +91 22 2518 8307

CIN: U72200MH1996PTC100196



Letter of Intent

Date: **08-June-18**

Dear **Sourav Manik**

Congratulations for reaching the final stage of the interview process with eClerx.

Through this letter we would like to inform you that you have been shortlisted for the position of

Analyst with eClerx. The details of employment with eClerx will be as under:

Tentative Joining Date: As per Business Requirement

Shift Timings: As per Business Requirement

CTC Offered: **217,440**

Deductions: PF / Professional Tax / Income Tax

Please note that this letter is an intent to offer and your offer will be released subject to fulfilling conditions set by eClerx and upon submitting requisite documents. We will shortly get in touch with you for the next steps. The shift and location awarded to you may change at any time during the period of employment as decided by eClerx management. Meanwhile, if you have any queries, you can mail it on

candidateexperience_eclerx@eclerx.com

Thanking You, Team-HR
eClerx Services Ltd



Annexure I

Name: Sourav Manik
Designation: Analyst

Salary annexure - Financial Analyst

Total Compensation per month	15,100
-------------------------------------	---------------

SALARY OFFER BREAK-UP	Amount (INR)
Basic Pay	7,550
Conveyance Allowance	1,600
Medical Allowance	1,250
Other Allowance	3,082
Monthly Fixed Compensation	13,482
Retiral Fund	1,618
Monthly Total Compensation	15,100
Annual Total Compensation	181,200
Performance Bonus (Upto)	36,240
Cost To Company	217,440
Gratuity	4,358
Total Cost To Company	221,798

Since you are enrolled under the Employees' Provident Fund Scheme, the Retiral Fund amount will be deposited in your PF account as Employer's contribution. Your personal contribution to PF will be deducted from your Monthly Fixed Compensation

Accepted by:

Signature:

Date: June 5, 2018

Ref: LTI/HR/Campus/2018

Name: Sruthi Bopparthi

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Sruthi Bopparthi,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs. 2,48,000/- as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

Date: June 5, 2018

Ref: LTI/HR/Campus/2018

Name: Subin Menon

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Subin Menon,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs. 2,48,000/- as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

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According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
Plant 2,'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel:+91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 1/29/2018

Ref No: HR/Campus/20181122

Mr. Sumit Radhakisan Wagh
Vidyalankar School of Information Technnology

Letter of Intent ("LOI")

Dear Sumit,

With reference to your interview conducted by us at Vidyalankar College, Mumbai, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.



Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months or such other extended period as Capgemini deems fit.
3. You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

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

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

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

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com.

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring



ANNEXURE 1

Sumit Radhakisan Wagh

Associate and A3

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 2,10,000/- (Rupees Two Lakhs Ten Thousand only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring

Signature: _____
Candidate Name: Sumit Radhakisan Wagh
Date: _____

Date: July 17, 2017

Ref: LTI/HR/Campus/2018

Name: SUDNYA MALI

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear SUDNYA MALI,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.2,48,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfortech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

I have read the letter and accept the same.

Signature and Date

ANNEXURE-1

Name : SUDNYA MALI		Date : July 17, 2017
Salary Grade : AT		
Component	Amount Rs./Per Annum	Amount Rs. /Per Month
MONTHLY REMUNERATION		
Basic		10,000
House Rent Allowance (H.R.A.)		3,000
Conveyance Allowance		1,600
Medical Allowance		1,250
Adhoc Allowance		747
Meal Allowance		1,210
Sub- Total (A)	213,684	17,807
DEFERRED BENEFITS		
Provident Fund (P.F.)		1200
Gratuity		481
Sub- Total (B)	20,172	1,681
Total (A+B)	233,856	19,488
Variable Pay	10,000	
Mediclaime Premium	4,140	
Grand Total	248,000	
<p>Notes:</p> <ul style="list-style-type: none"> - Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules. - H.R.A. will be deducted for accommodation (if any) provided by the Company. - You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus payable, if any , subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution. - The eligibility for payment of Gratuity is a minimum of five years of service in the Company. - The variable component will be payable after confirmation. Those rated at the lower end of the performance band as per company policy, will not be eligible for the same. - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents. <p>Medical Insurance:</p> <p>The Group Mediclaime Policy of Company covers Employee, Spouse & upto 2 dependent children (below 21 yrs of age) for maximum amount of Rs. 100,000/- p.a.</p>		

ANNEXURE-2

LTI-Eligibility Criteria for Non-Engineering Candidates- 2018 Batch	
Qualification	BSC,BCA,BCS
Branches:	Computer Science/Information Technology/Information science and Electronics
Age Criteria: As on 1st July of Passing year (2018)	Less than 23 years
Academic Gap:	No Academic gap allowed during/middle of the course for SSC, Diploma/HSC, Graduation
Course must complete in:	3 years
SSC, HSC , Diploma (if applicable) Percentages / CGPA:	55% & Above OR Equivalent CGPA NOTE: SSC /HSC should have cleared in FIRST ATTEMPT only. Re-exam (Supplementary or Improvement exams) given soon after the Main exam will NOT be considered. For candidates pursuing HSC and Diploma(both),marks scored in the Diploma degree will be taken into consideration.
Graduation Percentages/CGPA:	Aggregate of 55% & Above <u>OR</u> Equivalent CGPA Aggregate of all semesters AND all appeared subjects(irrespective of the University rule)
Re-attempts/ATKTs /Backlogs/Arrears: (Diploma, Graduation)	Reattempts/Backlogs <u>are allowed</u> . There is no constraint on the count of Reattempts/Backlogs. • No Re-attempts/ATKTs/Backlogs/Arrears allowed in the <u>final semester</u> of any course.
Nature of Course:	All Full Time courses Only
Year of Passing:	2018 SUMMER Graduates Only
Citizenship:	Resident Indian Citizens Only
Your College/Institution MUST be:	UGC / AICTE / State Board Approved ONLY
Pre-Employment Verification:	Not been involved in any court proceedings and/or convicted for any offence
Pre-Employment Medical Certificate:	Submitting a Medical Certificate of Fitness(in the format prescribed by LTI) at time of joining, which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS

If any information supplied by you in your application or during the selection process is found to be incorrect and/or false and/or you suppress material information regarding your qualification, experience or medical history, LTI reserves right to revoke this 'Offer of Employment' without any notice.



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Sushant Shivaji Karande

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A handwritten signature in blue ink, appearing to read 'R. B. Siganporia', on a light-colored background.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services

13/04/2018

To,

Suyog Shanbhag

Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Suyog Shanbhag,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

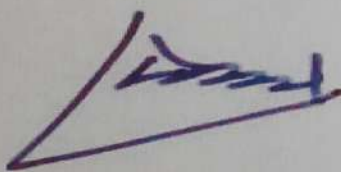
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**

Date: June 5, 2018

Ref: LTI/HR/Campus/2018

Name: Swapnil Parab

College: Vidyalankar School of Information Technology

OFFER OF EMPLOYMENT

Dear Swapnil Parab,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Associate Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be Rs. 3,00,000/- as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.

4. Background Verification

As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your current / previous employment history (if applicable), educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, you are liable to be terminated, apart from other legal action being initiated against you.

5. Service Agreement

You will be required to execute a service agreement at the time of joining to serve LTI for a minimum period of 2 years, failing which, you (and your surety) jointly or severally will be liable to pay LTI an amount of Rs.2,00,000.

6. Letter Acceptance

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this 'Offer of Employment' on the **CampBuzz Portal** (<https://campbuzz.ltinfoltech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period, the aforesaid offer automatically stands cancelled.

Post registration on the CampBuzz portal, if you do not join on the date intimated to you, the aforesaid offer will be cancelled at the discretion of LTI.

Your employment will be governed by the rules, regulations and policies of the Company in effect.

The terms and conditions mentioned above are subject to changes at any time at sole discretion of the Company and as per business demands without prior notice.

According to the standard practice of our Company, you will treat the above terms of this letter as strictly confidential.

We welcome you to the LTI family and look forward to a long and fruitful association with you.

Yours faithfully,

For Larsen & Toubro Infotech Ltd.



Joji Varghese
Sr. HR Manager

13/04/2018

To,

Swati Bhoite

Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Swati Bhoite,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

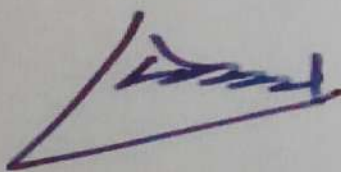
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Talib Mulani

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A handwritten signature in blue ink, appearing to read 'R. B. Siganporia', on a light-colored background.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Tanvee Kanade

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

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Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A rectangular box containing a handwritten signature in blue ink. The signature appears to read 'R. B. Siganporia'.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



Provisional Offer: BUSINESS PROCESS SERVICES

Date: 12/08/2018

Dear Tanvi Desai

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

Yours Sincerely,

For Tata Consultancy Services Limited

A rectangular box containing a handwritten signature in blue ink. The signature appears to read 'R. B. Siganporia'.

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services

13/04/2018

To,
Tejashree Karnik
Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Tejashree Karnik,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

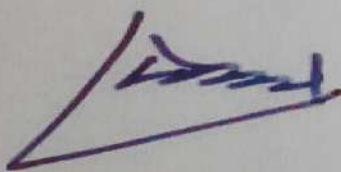
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**

13/04/2018

To,

Tilakraj Manmode
Vidyalankar College, Vidyalankar Marg, Sangam Nagar, Wadala East, Mumbai 400037

Dear Tilakraj Manmode,

This letter is with reference to your interview conducted for the position of GIS Analyst I in our organization and subsequently undergoing the selection process.

We are pleased to inform that you have been selected for the above mentioned role.

You would be notified of the date of joining based on the business requirements of the organization and accordingly a formal offer/appointment letter would be issued to you.

Further, your offer will be contingent upon:

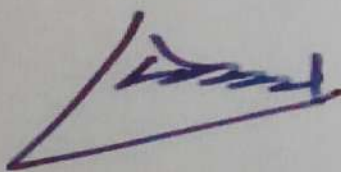
- Successful completion of mandatory Technical Training.
- Successful completion of final year examination and
- Willingness to join within three weeks of issue of offer letter. Company will solely reserve the right to make any further changes to the date of joining.
- Mandatory documents – Pan card and Aadhar card.

The location of posting would be communicated to you upon successful completion of training and will be purely based on business requirement.

Your employment will be governed by the rules, regulations and policies of the Company.

This Letter of Intent is valid for the duration of 6 months from the date of issue.

**Signed for and on behalf of
HERE Solutions India Private Limited by:**



**Santosh K Bhosle
Director HR**

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

21-Nov-2017

Trupti Rajaram Zure
Vidyalankar School of Information Technology
Mumbai

Subject: Offer of Employment ("Offer")

Dear Trupti Rajaram Zure,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer to join Accenture Solutions Private Limited (hereafter referred to as 'Company') in our Advanced Technology Centers, India, as per the below terms and conditions:

Role- Financial Analyst

Your joining location would be **Mumbai**

Please refer to:

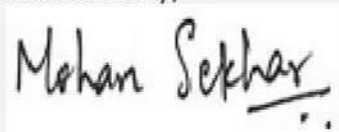
- Annexure 1 for the compensation and benefits details.
- Annexure 2 for documentation to be submitted by you.
- Terms of Employment, Compensation Plan and Car Lease Scheme (Car lease would NOT be applicable for Career Level 10, 11, 12 & 13)

Your employment with the Company will be governed by the attached Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this Offer.

As further detailed in the Terms of Employment, this Offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after the effective start date of your employment.

Further, at the time of joining you are required to provide all documentation identified in Annexure 2.

Yours sincerely,



Mohan Sekhar
Senior Managing Director
Lead, Advanced Technology Centers, India



SYNTEL PRIVATE LIMITED
SEZ - Unit
(Syntel - Special Economic Zone)
Plot No. B-1/B2, Software Technology Park,
Dehu - Alandi Road, MIDC Talawade, Tal -
Haveli,
Pune - 412 114 India
Tel: 91 020 40701000
Fax: 91 020 40781100

Date: 28th June 2018

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Twinkle Trinath Sabat,
Syntellect ID: SAP1800917

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with Syntel nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
- c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case



Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Syntel family and look forward to a very fruitful association with you.

Yours Sincerely,
For Syntel Pvt. Ltd,

Adarsh Krishna
Head – Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions.

Signature

ANNEXURE A

SALARY DISTRIBUTION

Name : Twinkle Trinath Sabat			
Designation : Associate Consultant			
Band : AC1			
Pay and Allowances	%	Monthly	Yearly
Basic Pay (A)	40%	5,367	64,400
HRA (B)	50%	2,683	32,200
Meal Allowance (CC)		1,500	18,000
Special Allowance (D)		(126)	(1,508)
City Allowance (EE)		537	6,440
Bonus (F)		2,000	24,000
Co.'s Contribution to PF (G)		1,456	17,468
Transport Allowances		1,600	19,200
Medical Allowances		1,250	15,000
Sub-Total - I (H)	100%	16,267	195,200
Reimbursements and Other Benefits			
Leave Travel Assistance		400	4,800
Sub-Total - II		400	4,800
Total Compensation (I + II)		16,667	200,000

ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills – your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC

June 20, 2018

Letter of Offer

Dear Mr. Umesh Godimane

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you been selected as **Research Analyst** in WNS Global Services Pvt. Ltd., based at our **Mumbai - plant 10/11 office**. The key components of your offer is as detailed below.

Career band:	Your career band would be Professional .
Role band:	You would be placed in role band A .
Title:	The title that you would be using both internally and externally would be Financial Analyst .
Compensation:	Your Total Gross Pay will be INR. 2,15,000/- (Rupees Two lakh Fifteen Thousand five hundred fifty only) per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure for your reference.
Joining Date:	You are expected to join us by July 01, 2018 .
Place of work:	Your initial place of work will be Mumbai Plant 10/11 . 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 one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

For WNS Global Services Pvt. Ltd.



R Swaminathan
Chief People Officer

WNS Global Services Private Ltd.

Business Address: Plant No. 10, Gate No. 4, Godrej & Boyce Complex, Pirojshangar, LBS Marg, Vikhroli (West), Mumbai-400 079, India. Tel +91 4095 2100 | Fax +91 22 2518 8307

CIN: U72200MH1996PTC100196



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 2/15/2018

Mr. Umesh Keelu
Vidyalankar School of Information Technology

Letter of Intent ("LOI")

Dear Umesh,

With reference to your interview conducted by us at Birla College, Kalyan - Infra, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.



Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months or such other extended period as Capgemini deems fit.
3. You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

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

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

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

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com.

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring



April 29, 2018

Welcome to WILP

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Unmesh Kupte,

Sub: Enrolment letter to Work Integrated Learning Programme (“WILP” or “Academy”) as Trainee

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Trainee - Computer Applications with the WILP which is a customized academic and training programme which will allow you to obtain M.Tech degree from one of the premier Engineer institutions in India.

The duration of the academic programme shall be 48 months from the **date of enrollment with WILP**. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited (“Wipro or “Company”).

Please read through the terms and conditions of your enrolment as provided below.
We look forward to having a long and fruitful relationship with you at WILP, wish you all the best!

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in black ink, appearing to read "Sunil", is positioned above the printed name of the signatory.

Sunil Kalachar
General Manager – Talent Acquisition

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

8670317



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
Plant 2, 'C' Wing, 1st Floor, Godrej IT Park,
Godrej & Boyce Compound, Gate No. 2,
L.B.S. Marg, Pirojshanagar, Vikroli (West),
Mumbai-400 079, Maharashtra, India.
Tel: +91.22.6686 0500 | Fax: +91.22.6755 7066
www.capgemini.com

Date: 2/16/2018

Mr. Varun Gama Chauhan
Vidyalankar School of Information Technology

Letter of Intent ("LOI")

Dear Varun,

With reference to your interview conducted by us at Birla College, Kalyan - Infra, we are pleased to inform that you have been shortlisted for the position of **Associate** and **A3** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

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

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your final semester degree/diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting.



Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months or such other extended period as Capgemini deems fit.
3. You may be required to undergo classroom training for a duration which will be purely based on business requirements. During the training period, your performance will be evaluated periodically.

Capgemini reserves the right to decide the continuance of your further training and your employment with the Company depending on your performance in the opinion of the Company.

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

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

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

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com.

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Sayyad Asad Kadri
Senior Director – Head Fresher Hiring



LETTER OF INTENT

Date: 26-09-2017

Dear Venkatesh Arumugam,

We are delighted to extend an offer to you for the position of Process Associate at GEP.

Your compensation will be Rs. 2,15,000 LPA (2,05,000 Fixed and 10,000 Variable).

For further process, request you to share a scanned copy of your educational certificates (SSC, HSC and Graduation), Pan card, address proof to the following Email ID, post which an offer letter will be shared.

karishma.barawkar@gep.com

Regards,

Karishma Barawkar

Associate – Shared Services

GEP Solutions Private Limited

Regd. Office 701, Bldg. No.3, Mindspace, Airoli, Navi Mumbai - 400 708, India.
P 91.22.6137 2100 / 27649100 | F 91.22.6137 2121 | www.gep.com

July 20, 2018

Letter of Offer

Dear Mr. Vijay Rao

With reference to your application and the subsequent interview you had with us, we are pleased to inform you that you been selected as **Research Analyst** in WNS Global Services Pvt. Ltd., based at our **Mumbai - plant 10/11 office**. The key components of your offer is as detailed below.

Career band:	Your career band would be Professional .
Role band:	You would be placed in role band A .
Title:	The title that you would be using both internally and externally would be Financial Analyst .
Compensation:	Your Total Gross Pay will be INR. 2,15,000/- (Rupees Two lakh Fifteen Thousand five hundred fifty only) per annum which is inclusive of Fixed Pay and Variable Pay/ Performance Incentive. The detailed break-up of your compensation is given in the Annexure for your reference.
Joining Date:	You are expected to join us by August 01, 2018 .
Place of work:	Your initial place of work will be Mumbai Plant 10/11 . 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 one of its associates or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

For WNS Global Services Pvt. Ltd.



R Swaminathan
Chief People Officer

WNS Global Services Private Ltd.

Business Address: Plant No. 10, Gate No. 4, Godrej & Boyce Complex, Pirojshangar, LBS Marg, Vikhroli (West), Mumbai-400 079, India. Tel +91 4095 2100 | Fax +91 22 2518 8307

CIN: U72200MH1996PTC100196



April 29, 2018

Welcome to WILP

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Vijayprakash Manikchand Gupta,

Sub: Enrolment letter to Work Integrated Learning Programme (“WILP” or “Academy”) as Trainee

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Trainee - Computer Applications with the WILP which is a customized academic and training programme which will allow you to obtain M.Tech degree from one of the premier Engineer institutions in India.

The duration of the academic programme shall be 48 months from the **date of enrollment with WILP**. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited (“Wipro or “Company”).

Please read through the terms and conditions of your enrolment as provided below.
We look forward to having a long and fruitful relationship with you at WILP, wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Sunil Kalachar
General Manager – Talent Acquisition

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

8670317



LETTER OF INTENT

Date: 26-09-2017

Dear Vishwanath Sagvekar,

We are delighted to extend an offer to you for the position of Process Associate at GEP.

Your compensation will be Rs. 2,15,000 LPA (2,05,000 Fixed and 10,000 Variable).

For further process, request you to share a scanned copy of your educational certificates (SSC, HSC and Graduation), Pan card, address proof to the following Email ID, post which an offer letter will be shared.

karishma.barawkar@gep.com

Regards,

Karishma Barawkar

Associate – Shared Services

GEP Solutions Private Limited

Regd. Office 701, Bldg. No.3, Mindspace, Airoli, Navi Mumbai - 400 708, India.
P 91.22.6137 2100 / 27649100 | F 91.22.6137 2121 | www.gep.com