



**SRI JAGADGURU RENUKACHARYA COLLEGE OF
SCIENCE, ARTS AND COMMERCE**
#9, Race Course Road, Bangalore - 560 009
PLACEMENT CELL 2019-2020

Name of the Activity : Logical Reasoning and Corporate Etiquettes

No. of Students Participated : 81

Year of the activity : 2019-2020

A Report on Career Guidance – Logical Reasoning and Corporate Etiquettes

The Sri Jagadguru Renukacharya College of Science, Arts and Commerce in association with the IQAC Cell organized a Career Guidance Program for final year students on 10/02/2020 and 11/02/2020 by Kayaka Computers at the College campus.

The Training session was headed by Mr Raghavendra, Kayaka Computers and Mr Manish Competitive Success. He gave information about the Logical Reasoning and Data Interpretation. The logical reasoning is all about solving problems by using common sense and logic. Logical reasoning is of various types such as verbal reasoning, non-verbal reasoning, and analytical reasoning. They gave information about Corporate Etiquettes. Corporate etiquette is a set of rules and regulations one must follow while at work. It can also be referred to as discipline that guides a workplace. Corporate etiquette can also be behaviours that are expected from workers to show professionalism.



Training Session by Mr.Raghavendra, Kayaka Computers


PRINCIPAL
Sri Jagadguru Renukacharya College
of Science, Arts & Commerce
Bengaluru-560 009.

List of Students Participated		
Sl.No.	Name of the Student	Class
1	PRIYANKA .B	B.COM
2	MANISH .R	B.COM
3	KUSHAL G.M.	B.COM
4	MAHESH KUMAR .H.B.	B.COM
5	UDAYA .N	B.COM
6	SHEKAR .P	B.COM
7	BHAVYA .R	B.COM
8	VAIBHAV PRASAD .N	B.COM
9	MANOJ .G	B.COM
10	KALAIVANI .K	B.COM
11	PRASAD .N	B.COM
12	SHRI VATSA RAO .C.S	B.COM
13	NISHANTH .J	B.COM
14	SHILPA .V	B.COM
15	UDAY P.G.	B.COM
16	VISHNU C.S.	B.COM
17	SHALINI .N	B.COM
18	PURUSHOTHAM .K	B.COM
19	ULLAS .B.S	B.COM
20	CHETHANA .E	B.COM
21	YASHWANTH KUMAR .N	B.COM
22	RAMESH .V	B.COM
23	PUSHPA .S	B.COM
24	VACHANA SHREE .N	B.COM
25	SUNIL SHARMA .D	B.COM
26	ANUSREE L	B.COM
27	SHASHI KIRAN .G	B.COM
28	SHIVAMURTHY B.N.	B.COM
29	SUNIL KUMAR	B.COM
30	SANTHOSH KUMAR .N	B.COM
31	SHIVAPRASAD .M	B.COM
32	VINAY RAO .J	B.COM
33	YAMUNA .R	B.COM
34	DEEPAK K.L.	B.COM
35	MANISH VAISHNAV .D	B.COM
36	ABHISHEK .N	B.COM
37	ROOPUS .V	BCA
38	SRIVIDHYA .V	BCA
39	SHAM RAJ .R	BCA
40	CHINNARAJ .D	BCA


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41	SANTHOSH .E	BCA
42	SANTHOSH .D	BCA
43	AJITH .S	BCA
44	VIGNESH .B	BCA
45	PRAJWAL G.R.	BCA
46	MAHESH KUMAR .M	BCA
47	SUDANDIRANATHAN .A	BCA
48	TEJAS .P	BCA
49	HARSHITHA .C	BCA
50	MOHAMMED HUSSAIN .A	BCA
51	DEVARAJ .P	BCA
52	ASHWIN .V	BCA
53	MANISH MADAN .R	BCA
54	POOJA .N	BCA
55	SHEIKH AHAMED .N	BCA
56	CHETHAN .G.R	BCA
57	MAHAMMED FARHAN .S	BCA
58	BHAVANA .C	BCA
59	BHAGYASHREE	BCA
60	JANANI .L	BCA
61	SURAJ S A	B.Sc
62	CHANDAN .V	B.Sc
63	ANJALI .S	B.Sc
64	GAYATHRI DEVAPPA DAPPI	B.Sc
65	VISHWANATHA .R	B.Sc
66	YASHAVANTHA H.G.	B.Sc
67	KARTHIK S.J.	B.Sc
68	MADHU K.M.	B.Sc
69	DEVENDAR DIGVIJAY SHARMA .G	BBA
70	MEGHA .K	BBA
71	MEGHA .K.S	BBA
72	SANTHOSH KUMAR .M	BBA
73	THEJAS .L	BBA
74	SHASHI KIRAN .M	BBA
75	PRADEEP .S	BBA
76	AFRIDULLA SHARIFF	BBA
77	GANAVI S	BBA
78	NISCHITHA H G	BBA
79	NAYARANA N.B.	BA
80	NAVEEN BABU C.N	BA
81	YASHODAMMA .A	BA


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#9, Race Course Road, Bangalore - 560 009
PLACEMENT CELL 2019-2020

Name of the Activity : Employability skills (On-Line)

No. of Students Participated : 80

Year of the activity : 2019-2020

A Report on **Career Guidance** – Employability skills (On-Line)

The Sri Jagadguru Renukacharya College of Science, Arts and Commerce in association with the IQAC Cell organized a Career Guidance Program for final year students on 06/05/2020 by Barclays CWW online training program.

The Training session was headed by Barclays CWW. They gave information about the Employability skills. The Employability skills are the non-technical skills needed to get a job. Often referred to as 'soft skills', they include skills such as:

- communication
- team work
- problem solving
- initiative
- planning and organising
- decision making
- self-management.

These skills are highly valued by employers and industry.

List of Students Participated		
Sl.No.	Name of the Student	Class
1	PRIYANKA .B	B.COM
2	MANISH .R	B.COM
3	KUSHAL G.M.	B.COM
4	MAHESH KUMAR .H.B.	B.COM
5	UDAYA .N	B.COM
6	SHEKAR .P	B.COM
7	BHAVYA .R	B.COM
8	VAIBHAV PRASAD .N	B.COM
9	MANOJ .G	B.COM
10	KALAIVANI .K	B.COM


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11	PRASAD .N	B.COM
12	SHRI VATSA RAO .C.S	B.COM
13	NISHANTH .J	B.COM
14	SHILPA .V	B.COM
15	UDAY P.G.	B.COM
16	VISHNU C.S.	B.COM
17	SHALINI .N	B.COM
18	PURUSHOTHAM .K	B.COM
19	ULLAS .B.S	B.COM
20	CHETHANA .E	B.COM
21	YASHWANTH KUMAR .N	B.COM
22	RAMESH .V	B.COM
23	PUSHPA .S	B.COM
24	VACHANA SHREE .N	B.COM
25	SUNIL SHARMA .D	B.COM
26	ANUSREE L	B.COM
27	SHASHI KIRAN .G	B.COM
28	SHIVAMURTHY B.N.	B.COM
29	SUNIL KUMAR	B.COM
30	SANTHOSH KUMAR .N	B.COM
31	SHIVAPRASAD .M	B.COM
32	VINAY RAO .J	B.COM
33	YAMUNA .R	B.COM
34	DEEPAK K.L.	B.COM
35	MANISH VAISHNAV .D	B.COM
36	ABHISHEK .N	B.COM
37	ROOPUS .V	BCA
38	SRIVIDHYA .V	BCA
39	SHAM RAJ .R	BCA
40	CHINNARAJ .D	BCA
41	SANTHOSH .E	BCA
42	SANTHOSH .D	BCA
43	AJITH .S	BCA
44	VIGNESH .B	BCA
45	PRAJWAL G.R.	BCA
46	MAHESH KUMAR .M	BCA
47	SUDANDIRANATHAN .A	BCA
48	TEJAS .P	BCA
49	HARSHITHA .C	BCA
50	MOHAMMED HUSSAIN .A	BCA
51	DEVARAJ .P	BCA
52	ASHWIN .V	BCA


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53	MANISH MADAN .R	BCA
54	POOJA .N	BCA
55	SHEIKH AHAMED .N	BCA
56	CHETHAN .G.R	BCA
57	MAHAMMED FARHAN .S	BCA
58	BHAVANA .C	BCA
59	BHAGYASHREE	BCA
60	JANANI .L	BCA
61	SURAJ S A	B.Sc
62	CHANDAN .V	B.Sc
63	ANJALI .S	B.Sc
64	GAYATHRI DEVAPPA DAPPI	B.Sc
65	VISHWANATHA .R	B.Sc
66	YASHAVANTHA H.G.	B.Sc
67	KARTHIK S.J.	B.Sc
68	MADHU K.M.	B.Sc
69	DEVENDAR DIGVIJAY SHARMA .G	BBA
70	MEGHA .K	BBA
71	MEGHA .K.S	BBA
72	SANTHOSH KUMAR .M	BBA
73	THEJAS .L	BBA
74	SHASHI KIRAN .M	BBA
75	PRADEEP .S	BBA
76	AFRIDULLA SHARIFF	BBA
77	GANAVI S	BBA
78	NISCHITHA H G	BBA
79	NAYARANA N.B.	BA
80	NAVEEN BABU C.N	BA


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Sri Jagadguru Renukacharya Education Society ®

ಎಸ್. ಜೆ. ಆರ್. ವಿಜ್ಞಾನ, ಕಲಾ ಮತ್ತು ವಾಣಿಜ್ಯ ಮಹಾವಿದ್ಯಾಲಯ
College of Science, Arts & Commerce

Affiliated to Bengaluru City University & NAAC Accredited Institution

9, Race Course Road, Ananda Rao Circle, Bengaluru-560 009.

Phone: 080-22264952 E-mail: principal@sjrc.edu.in Website: www.sjrc.edu.in

List of Students Placed - 2019-2020

Sl.No	Name of student placed	Program graduated from	Name of the employer	Pay package at appointment (In INR per annum)	Page No's
1	Suganya V	B.Com	NSM Service Pvt. Ltd.	1.8 L	3
2	Keerthana R	BBA	NSM Service Pvt. Ltd.	1.8 L	3
3	Bhagyalakshmi N	BCA	Infosys	2.7 L	9-15
4	Rohith Kumar H	BCA	Infosys	2.7 L	4-8
5	Rupesh Kumar A	BCA	Infosys	2.7 L	4-8
6	Sandeep E	BCA	Infosys	2.7 L	4-8
7	Sreejesh S	BCA	Infosys	2.7 L	4-8
8	Vignesh A	BCA	Infosys	2.7 L	4-8
9	Santhosh E	BCA	TCS	1.93 L	16-32
10	Kiran Raj K	BCA	Accenture	2.3 L	33-38



ESTD : 1945

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Phone: 080-22264952 E-mail: principal@sjrc.edu.in Website: www.sjrc.edu.in

List of Students Placed - 2019-2020

Sl.No	Name of student placed	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	Suganya V	B.Com	NSM Service Pvt. Ltd.	1.8 L
2	Keerthana R	BBA	NSM Service Pvt. Ltd.	1.8 L
3	Bhagyalakshmi N	BCA	Infosys	2.7 L
4	Rohith Kumar H	BCA	Infosys	2.7 L
5	Rupesh Kumar A	BCA	Infosys	2.7 L
6	Sandeep E	BCA	Infosys	2.7 L
7	Sreejesh S	BCA	Infosys	2.7 L
8	Vignesh A	BCA	Infosys	2.7 L
9	Santhosh E	BCA	TCS	1.93 L
10	Kiran Raj K	BCA	Accenture	2.3 L

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2019-2020



shubha b g <shubhasjrc@gmail.com>

Fwd: Appointment confirmation: NSM services Pvt Ltd

1 message

placement sjrc <placementsjrc@gmail.com>
To: shubhasjrc@gmail.com

Sun, Jul 10, 2022 at 11:32 AM

----- Forwarded message -----

From: **Meera** <mmeerababu@gmail.com>
Date: Thu, Feb 27, 2020 at 11:44 AM
Subject: Fwd: Appointment confirmation: NSM services Pvt Ltd
To: placement sjrc <placementsjrc@gmail.com>

----- Forwarded message -----

From: **Meera** <mmeerababu@gmail.com>
Date: Thu 27 Feb, 2020, 11:43 AM
Subject: Re: Appointment confirmation: NSM services Pvt Ltd
To: Naveen Kumar S <NaveenKumar.S@mrcooper.com>

sir

Received your mail , confirm the same.

Regards

Meera

On Thu 27 Feb, 2020, 11:41 AM Naveen Kumar S, <NaveenKumar.S@mrcooper.com> wrote:

Dear Meera,

As discussed I would like to bring to your kind notice my Sr.manager (**Suganya V**) and (**Keerthana R**) will be visiting your campus regarding campus connect program on below mentioned date and time please confirm your availability as same..

Name: (**Suganya V**) and (**Keerthana R**)

Date: 06/03/2020

Time: **12:00PM**

Regards,

Naveenkumar S

(O) +91 8431846535

<https://mrcoopergroup.com/><https://www.mrcoopercareers.com/>

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Date of Interview	3-Jan-19	Name of the Institute	Pooled Recruitment at MLACW
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Sl. No	Univ. Roll No.	Name	Date of Birth	Branch	College Name
1	16PUSB7041	Brunda R Purohit	3-Mar-99	Computer Applications	Acharya Institue Of Graduate Studies
2	16PUSB7095	Prashanth Kumar N	22-Sep-98	Computer Applications	Acharya Institue Of Graduate Studies
3	16AGSB7004	Akshatha N	19-Apr-98	Computer Applications	BMS College for Women
4	16AGSB7006	Amrutha Shankar Prasad B S	22-Feb-99	Computer Applications	BMS College for Women
5	16AGS85006	Arpitha R	16-Apr-99	PCM	BMS College for Women
6	16AGS90001	Bhavani M	11-Dec-98	Information Technology	BMS College for Women
7	16AGS90003	Bhumika Bhaskar	24-Oct-97	Information Technology	BMS College for Women
8	16AGSB7017	Cauvery V	25-Mar-99	Computer Applications	BMS College for Women
9	16AGSB7026	Divya Varsha S V	1-Nov-98	Computer Applications	BMS College for Women
10	16AGS90006	Gagana S Yadav	8-Aug-98	Information Technology	BMS College for Women
11	16AGSB7029	Ganapriya R	8-Aug-98	Computer Applications	BMS College for Women
12	16AGS85015	Keerthana S	22-Apr-99	PCM	BMS College for Women
13	16AGSB7042	Mahadevamma S	2-Jan-97	Computer Applications	BMS College for Women
14	16AGS85055	Mahalakshmi N	19-Sep-98	Physics, Maths & Comp. Science	BMS College for Women
15	16AGS85016	Manasa M	20-Nov-98	PCM	BMS College for Women
16	16AGSB7045	Megha K	21-Jan-98	Computer Applications	BMS College for Women
17	16AGSB7049	Meghana N	16-Dec-97	Computer Applications	BMS College for Women
18	16AGS85022	Nivedithashree M	6-Jul-98	PCM	BMS College for Women
19	16AGSB7055	Pallavi C Shekar	25-Aug-98	Computer Applications	BMS College for Women
20	16AGS85025	Prerana B G	11-Dec-98	PCM	BMS College for Women
21	16AGSB7065	Pushpalatha G	14-Mar-98	Computer Applications	BMS College for Women
22	16AGSB7075	Reeba C	13-Mar-98	Computer Applications	BMS College for Women
23	16AGS85065	Ruhi Naaz	27-Jul-98	Computer Science	BMS College for Women
24	16AGSB7083	Sheetal L	11-Jul-98	Computer Applications	BMS College for Women
25	16AGS85032	Shree Lakshmi R	6-Feb-99	PCM	BMS College for Women

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26	16AGSB7086	Shwetha R Mondagal	15-Feb-99	Computer Applications	BMS College for Women
27	16AGSB7090	Spoorthy K	16-Jul-98	Computer Applications	BMS College for Women
28	16AGSB7094	Swathi G	20-Dec-98	Computer Applications	BMS College for Women
29	16AGSB7096	Swathi S Raikar	5-Aug-97	Computer Applications	BMS College for Women
30	1641005	Aishwarya Kumari G	24-Feb-98	Computer Applications	Christ (Deemed To Be University)
31	1641021	Don S Palayoor	4-Mar-98	Computer Applications	Christ (Deemed To Be University)
32	1640333	Ganga Km	9-Jun-98	Physics, Maths & Electronics	Christ (Deemed To Be University)
33	1641033	Lakshmi Sri Charitha P	7-Oct-98	Computer Applications	Christ (Deemed To Be University)
34	1640272	Mohammed Saifuddin	3-Oct-98	Maths, Statistics & Comp. Sc.	Christ (Deemed To Be University)
35	1640236	Sandra Sajive	21-Apr-98	Maths, Statistics & Comp. Sc.	Christ (Deemed To Be University)
36	1640337	Sona Sonichan	11-Feb-99	Physics, Maths & Electronics	Christ (Deemed To Be University)
37	16103068	Kamala P	6-Dec-98	Computer Applications	Cmr Institute Of Management Studies
38	16103036	Keerthi P V	25-Sep-97	Computer Applications	Cmr Institute Of Management Studies
39	16103045	Rahul Pillai	10-May-98	Computer Applications	Cmr Institute Of Management Studies
40	S1600194	BHARATH N	30-Aug-97	Electronics, Maths & Comp. Sc.	GOVERNMENT SCIENCE COLLEGE(AUTONOMOUS)
41	S1600207	KRUTHIKA L	3-Dec-98	Computer Science	GOVERNMENT SCIENCE COLLEGE(AUTONOMOUS)
42	S1600210	MADHUSUDHAN S	23-Jul-98	Electronics, Maths & Comp. Sc.	GOVERNMENT SCIENCE COLLEGE(AUTONOMOUS)
43	S1600101	MEGHA P	9-Dec-98	Physics, Maths & Electronics	GOVERNMENT SCIENCE COLLEGE(AUTONOMOUS)
44	S1600060	PREMSAGAR P	5-Jun-98	PCM	GOVERNMENT SCIENCE COLLEGE(AUTONOMOUS)
45	S1600093	V Jayachandra reddy	19-Apr-98	Physics, Maths & Electronics	GOVERNMENT SCIENCE COLLEGE(AUTONOMOUS)
46	S1600082	VIGNESH P	4-Jan-98	PCM	GOVERNMENT SCIENCE COLLEGE(AUTONOMOUS)
47	16r1s85009	Mukesh Singh P	16-Aug-96	Physics, Maths & Comp. Science	Govt First Grade College Kengeri
48	16BCA11048	Adithya Prasad	2-Jul-98	Cloud Technology & Information Security	Jain (Deemed To Be University)
49	16BCA11005	Arun Ezhikode Raman	20-Dec-98	Computer Applications	Jain (Deemed To Be University)
50	16BCA11056	Debolina Ray Biswas	29-Nov-98	Cloud Computing	Jain (Deemed To Be University)
51	16BCA11087	Manoj S	28-Jan-99	Computer	Jain (Deemed To Be University)

CONGRATULATIONS

				Applications	University)
52	16BCA11024	Mrudula Hn	1-Sep-97	Computer Applications	Jain (Deemed To Be University)
53	16BCA12124	Pallavi N Murthy	24-Jul-98	Computer Applications	Jain (Deemed To Be University)
54	16BCA12123	Pavithra P	5-Jul-98	Computer Applications	Jain (Deemed To Be University)
55	16BCA15116	Preetam Sharma	3-Nov-98	Computer Applications	Jain (Deemed To Be University)
56	16BCA11097	Rachana S Damle s Damle	13-Apr-98	Computer Applications	Jain (Deemed To Be University)
57	16BCA16120	Rahul Pv	7-Mar-98	Computer Applications	Jain (Deemed To Be University)
58	16BCA11117	Seema R	21-Dec-98	Computer Applications	Jain (Deemed To Be University)
59	16BCA11040	Sherebanu Totanawala	23 Mar 98	Computer Applications	Jain (Deemed To Be University)
60	16BCA15160	Shravani R	31-Dec-97	Computer Applications	Jain (Deemed To Be University)
61	16BCA11106	Sirisha A	9-Apr-97	Computer Applications	Jain (Deemed To Be University)
62	16BCA11066	Yogesh R	14-May-98	Computer Applications	Jain (Deemed To Be University)
63	16bca16127	Hariharan C	2-Jul-98	Computer Applications	Jain University
64	16bca11076	Shakthi Prakash	14-Feb-98	Computer Applications	Jain University
65	16BCA022	Jhansi Nanjappagari	6-Oct-98	Computer Applications	Jyoti Nivas College Autonomous
66	16PMC011H	Kajal Chhetri	5-Dec-96	Physics, Maths & Comp. Science	Jyoti Nivas College Autonomous
67	16AZSB7007	Akash S Siddaraju M	4-Oct-97	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
68	16AZSB7010	Anitha K Krishna Rao Y	20-Oct-98	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
69	16AZSB7012	Ashika P K Kiran Kumar P N	31-Dec-96	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
70	16AZSB7025	Deepthi G Gangaraju S	18-Feb-99	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
71	16AZSB7036	Guruprasad N Narayana Swamy R	8-Aug-98	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
72	16AZSB7040	Harshitha S Shankarappa C N	7-Sep-99	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
73	16AZSB7046	Jayashri V Velu C	10-Jul-98	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
74	16AZSB7053	Kavyashree C Pradeepkumar C S	28-Feb-98	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
75	16AZSB7055	Keerthana N Nanjundaiah A N	15-Nov-99	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
76	16AZSB7056	Kiran Kumar R Rukmangada M	14-Sep-98	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
77	16AZSB7068	Manushree G M P	1-Mar-99	Computer	Kle Society'S S. Nijalingappa

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		Girish Kumar		Applications	College, Bangalore-10
78	16AZSB7069	Monika N D Dhananjaya Nd	1-Feb-98	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
79	16AZSB7077	Padmavati Sheetal Sheetal J Mallappanavar	27-Mar-98	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
80	16AZSB7078	Pavan Kumar T Thukaram V	14-Nov-98	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
81	16AZSB7082	Pragathi G Girish M N	21-Sep-98	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
82	16AZSB7090	Pricilla Reddy N Anantha N	19-Nov-97	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
83	16AZSB7092	Puneeth Kumar R udaya Ranganathan T	9-Jul-98	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
84	16AZSB7096	Ramya B S Shankar R	1-Apr-98	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
85	16AZSB7123	Shruthi S Shiva Kumar	28-Aug-99	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
86	16AZSB7103	Shruthi S Subramani M S	16-Aug-97	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
87	16AZSB7124	Shwetha G Gopalakrishna S	10-Aug-98	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
88	16AZSB7127	Simran Sinha	21-Sep-98	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
89	16AZSB7129	Sohan Lal Binjaram	25-Jun-99	Computer Applications	Kle Society'S S. Nijalingappa College, Bangalore-10
90	16KUSB7015	Bhavani D	20-Jan-98	Computer Applications	M.S. Ramaiah College Of Arts, Science And Commerce
91	16KUSB7021	Dinesh B	17-Jun-99	Computer Applications	M.S. Ramaiah College Of Arts, Science And Commerce
92	16KUSB7022	Divya S	14-Jul-98	Computer Applications	M.S. Ramaiah College Of Arts, Science And Commerce
93	16KUSB7039	Manoj R Mayya	20-Apr-99	Computer Applications	M.S. Ramaiah College Of Arts, Science And Commerce
94	16KUSB7048	Pavithra R	12-Jun-98	Computer Applications	M.S. Ramaiah College Of Arts, Science And Commerce
95	16KUSB7061	Priya S	21-Dec-97	Computer Applications	M.S. Ramaiah College Of Arts, Science And Commerce
96	16KUSB7054	Priyank Raj	6-Feb-97	Computer Applications	M.S. Ramaiah College Of Arts, Science And Commerce
97	16KUSB7062	Sagar NarayanaSwamy	17-Apr-98	Computer Applications	M.S. Ramaiah College Of Arts, Science And Commerce
98	16KUSB7067	Shilpa Kv	19-Apr-98	Computer Applications	M.S. Ramaiah College Of Arts, Science And Commerce
99	16KUSB7074	Srinivas Krishnan	4-Apr-98	Computer Applications	M.S. Ramaiah College Of Arts, Science And Commerce
100	16MLACB1003	Aishwarya K	19-Dec-98	Computer Applications	Maharani Lakshmi Ammanni College
101	16MLACB1015	Divya Shree B	28-Feb-98	Computer Applications	Maharani Lakshmi Ammanni College
102	16MLACB1018	Harshitha C	21-Aug-98	Computer	Maharani Lakshmi Ammanni

CONGRATULATIONS

				Applications	College
103	16MLACB1061	Reena Shankar	6-Jun-98	Computer Applications	Maharani Lakshmi Ammanni College
104	16MLACB1062	Rini Sara George	27-Apr-97	Computer Applications	Maharani Lakshmi Ammanni College
105	16MLACB1084	Vidya .	4-Dec-98	Computer Applications	Maharani Lakshmi Ammanni College
106	16VFSB7039	Prathiksha .	5-Nov-98	Computer Applications	New Horizon College
107	16VFSB7040	Prathiksha Bojamma P T	19-Jul-97	Computer Applications	New Horizon College
108	16VFSB7055	Sakshi Rai	27-Dec-97	Computer Applications	New Horizon College
109	16VFSB7062	Swetha C	10-Sep-98	Computer Applications	New Horizon College
110	167nsb7035	Prithvi M D	20-Sep-98	Computer Applications	PESDC
111	167NSB7036	priya D	11-Aug-98	Computer Applications	PESDC
112	16PZSB7003	Anusha Anusha	27-Mar-99	Computer Applications	Seshadripuram Academy Of Business Studies
113	16PZSB7033	Mohith Raj R	2-Jun-98	Computer Applications	Seshadripuram Academy Of Business Studies
114	16PZSB7036	Nayana G R	9-Jun-98	Computer Applications	Seshadripuram Academy Of Business Studies
115	16BTSB7003	Afrin I T	17-Dec-97	Computer Applications	Seshadripuram College
116	16BTSB7024	Dhanush R	30-Nov-98	Computer Applications	Seshadripuram College
117	16BTSB7025	Dimple S	2-Oct-98	Computer Applications	Seshadripuram College
118	16BTSB7044	Kusuma N	24-Mar-99	Computer Applications	Seshadripuram College
119	16BTSB7053	Mani Kandan P	22-Sep-98	Computer Applications	Seshadripuram College
120	16BTSB7087	Raksha R	28-Mar-98	Computer Applications	Seshadripuram College
121	16BTSB7103	Shravani B S	16-Feb-99	Computer Applications	Seshadripuram College
122	16TSSB7029	Priyadharshini K	23-Dec-98	Computer Applications	Sjr Degree College For Women
123	16BRSB7007	BHAGHYALAKSHMI .N	15-Jan-99	Computer Applications	SJRC College of Arts, Science & Commerce
124	16BRSB7026	ROHITH KUMAR H .	28-May-99	Computer Applications	SJRC College of Arts, Science & Commerce
125	16BRSB7027	RUPESH KUMAR .A	3-Apr-98	Computer Applications	SJRC College of Arts, Science & Commerce
126	16BRSB7028	SANDEEP E .	29-Sep-96	Computer Applications	SJRC College of Arts, Science & Commerce
127	16BRSB7032	SREEJESH S .	19-Jan-99	Computer Applications	SJRC College of Arts, Science & Commerce
128	16BRSB7037	VIGNESH A	2-May-99	Computer Applications	SJRC College of Arts, Science & Commerce



HRD/2T/12968855/19-20

Ms. Bhaghyalakshmi N .
Candidate ID: 12968855
#03

August 7, 2019

Bangalore - 560085
Karnataka
India
Ph: (91) 88847 63053

Dear Bhaghyalakshmi N,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

PRINCIPAL
Sri Jagadguru Renukacharya College
of Science, Arts & Commerce
Bengaluru-560 009.

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.08.07 18:03:30 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/2T/12968855/19-20

Ms. Bhaghyalakshmi N .
Candidate ID: 12968855
#03

August 7, 2019

Bangalore - 560085
Karnataka
India
Ph: (91) 88847 63053

Dear Bhaghyalakshmi N,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** in the **IT Operations** Career Stream.

Here are the terms and conditions of our offer:

Joining date

Your scheduled date of employment with us will be **September 23, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training

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Page 2 of 7

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure – III.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year. An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Agreement

Our offer to you as **Operations Executive** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condemnation of delay in submission of the same will be at the Company's discretion.

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining duty. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Compensation and Benefits

Salary

Your Total Gross Salary will be **INR 18,581** per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the sum of the (Basic Salary) as mentioned in the Compensation Details sheet at Annexure – I of this letter. The mode of payment for Financial Year 2019-20 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 4,00,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 6,200,000** of which **INR 3,200,000** is covered towards natural death, and **INR 3,000,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 200**. The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2018-2019. These eligibility criteria for the Role of an Operations Executive, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure II).

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Page 6 of 7

ANNEXURE –I
(Compensation)

COMPENSATION DETAILS (All figures in INR. per month)				
NAME	Ms. Bhaghyalakshmi N .			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY	13,582			
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,580			
MONTHLY GROSS SALARY	16,162			
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	136			
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary	1,630			
GRATUITY - 4.81% of Basic Salary*	653			
FIXED GROSS SALARY (1+2+3)	18,581			
TOTAL GROSS SALARY	18,581			
OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SOFT LOAN	30,000 (With Security)	7%	24	Nil
	20,000 (Without Security)			
SALARY LOAN (Subject to submission of Trainee Agreement)	12,000	Nil	12	Nil
All the above benefits are as per Company’s policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.				
Employee State Insurance (“ESI”) may be applicable to employees as per the applicable statutory regulations. If ESI is Applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				




PRINCIPAL
Sri Jagadguru Renukacharya College
of Science, Arts & Commerce
Bengaluru-560 009.



Offer: Computer Consultancy

Ref: TCSL/DT20196071998/Bangalore

Date: 03/01/2020

Mr. Santhosh E
No.9,3rd Cross, Magadi Road,Bengalure3rd Cross,
Magadi Road,
Bengalure-560023,
Karnataka.
Tel# -

Dear Santhosh E,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,93,158/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,100/-** per month.

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TATA CONSULTANCY SERVICES

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Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹2,840/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹1,400/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,500/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

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TATA CONSULTANCY SERVICES

VYDEHI, B/C-1 BLOCK, 82, EPFB Whitefield, Bangalore 560 066 India

Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

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

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



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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

Loans

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

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

You will become a member of the TWT, on completion of continuous association of one year

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from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Professional Memberships

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

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 50% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Training Period

You will be required to undergo class room and on the job training in the first twelve

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



months (including the TCS Xperience Program as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

3. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

4. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

5. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

6. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

7. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.



8. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

9. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

10. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

11. Terms and Conditions

The above terms and conditions of employment are specific to your employment in India and there can be changes to the said terms and conditions in case of deputation on international assignments during the course of your employment.

12. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your



day-to-day conduct as an associate of TCSL.

13. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

14. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

15. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

16. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

17. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.



18. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

*PAN Card (Permanent Account Number)



- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

19. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

20. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

21. Rules and Regulations of the Company

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. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

22. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

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

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GROSS SALARY SHEET

Annexure 1

Name	Santhosh E
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,100	85,200
Bouquet Of Benefits #	5,332	63,980
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	852	10,224
Gratuity	341	4,098
ESI Contribution##		7,656
Total of Annual Components & Retirals	1,194	18,322
Retention Incentive	NA	0
TOTAL GROSS	15,126	1,93,158

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

##Contribution towards Employees' State Insurance borne by TCS.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	2,840	34,080
Leave Travel Assistance	592	7,100
Food Card	500	6,000
Personal Allowance	1,400	16,800
GROSS BOUQUET OF BENEFITS	5,332	63,980

TCS Confidential

TCSL/DT20196071998

TATA CONSULTANCY SERVICES

HYDRABAD: BC-1 BLOCK, 82, EPF Whitefield, Bangalore 560 066 India

Tel: 01 80 6724 7000 Fax: 01 80 2841 0114 Website: www.tcs.com

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

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



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



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**BE YOURSELF,
MAKE A DIFFERENCE.**

**>
accenture**

06-Sep-2019

C3552444

Kiran Raj k

No 52 Christian Colony Srirampuram Bangalore 560021

Dear Kiran,

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

Role- Network Operations New Associate

Carcer Level- 13

Sublevel - 3

Talent Segment-Business Process Specialization

Business Deal-Non Contact Center

Your annual total cash compensation will be **INR 231500** and will be structured as per the attached Annexure 1 ' Compensation Details. This will continue to be applicable until further communication on the same. Your annual total earning potential includes:

-Annual fixed compensation of **INR 200000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.


-Variable Bonus: You will be eligible to participate in the FY20 (September 2019 to August 2020) Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **15.75%** of the prorated fixed pay in the FY20, subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said financial year.

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

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

Your employment with the Company will be governed by the attached Annexure 2 ' Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with 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 your effective start date.

Version 7.2 February 2019


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Candidate's Signature _____

Reference Id: ad42c5c4-adca-478f-ac41-eeb8470b81fc_2

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

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

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

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

Kiran, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call gangotri.a.mohan at 9035474621 should you have anything you would like to discuss further.

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



Ramesh K
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

[Insert full legal name]
Date:

Candidate's signature_____



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ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 200000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	15.75%
Annual Total earning potential (A+B)	Min.	Max.
	INR 200000	INR 231500

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

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your career level as per company payroll cycle.

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

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

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

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

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

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

ANNEXURE 3

DECLARATION

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

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

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

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

Date:

ANNEXURE 4

REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESCI and other.


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