



**SRI JAGADGURU RENUKACHARYA COLLEGE OF
SCIENCE, ARTS AND COMMERCE**

#9, Race Course Road, Bangalore - 560 009

PLACEMENT CELL 2020-2021

Name of the Activity : Unlocking Covid-19 Pandemic with New Career Opportunities and Challenges

No. of Students Participated : 72

Year of the activity : 2020-2021

A Report on Career Guidance – Unlocking Covid-19 Pandemic with New Career Opportunities and Challenges

Department of Business Administration organized webinar on Unlocking Covid-19 Pandemic with New Career Opportunities and Challenges by **Dr. Ramya. D** MBA., Ph.D. Director, PG center, Department of Commerce Jnana Jyothi Degree College, Yelahanka, Bangalore on 05/08/2020. It was Online mode You tube streaming and has got 520 views.

The speaker started the session with the impact of Covid 19 pandemic and how to overcome it. Further the session was supported with discussion on risks and challenges due to covid 19 and how to convert it in to opportunities.

The speaker further explained about the new digital opportunities and ways to enhance it. Career opportunity for commerce and management students post covid 19 and also recession recovery was discussed by the speaker.

Speaker introduction was done by Mr.Sanjeev kumar and vote of thanks by Ms.Manjula.H.K

The session was informative and useful.

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



SJR Webinar Report #5 2020

Webinar Title:

Unlocking covid-19 pandemic with New career opportunities and Challenges

Date: 05/08/2020

Time: 11:00 AM to 01:00 PM [IST]

Hosted by : Department of Business Administration

Conducted by: Sri Jagadguru Renukacharya, College of Science, Arts and Commerce, Anand Rao Circle, Bangalore, Karnataka.

Resource Person: Dr. Ramya. D MBA., Ph.D.

**Director, PG center, Department of Commerce
Jnana Jyothi Degree College, Yelahanka, Bangalore.**

Program Coordinator: Dr. Meera B (HOD, Department: Business Administration)

Duration	2 Hours
Mode	Online (YouTube Live)
Technical Sponsor	edkraft360.in (Dr Vinay M Rao and Dr Girish SR)
Presidential Speech	Basavaraju MN (Principal, SJR College)
Speaker Introduction	Sanjeev Kumar JN
Vote of Thanks	Prof. Manjula H K (Department of Business Administration)
Number of People attended	72
Number of views	520
YouTube Link	https://www.youtube.com/watch?v=cd5yLSx_P1Y

www.edkraft360.in

edkraft360@gmail.com

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Sri Jagadguru Renukacharya College
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Bengaluru-560 009.



SRI JAGADGURU RENUKACHARYA COLLEGE OF SCIENCE, ARTS AND COMMERCE

Affiliated to Bengaluru Central University and A NAAC accredited Institution
UGC recognised College with Potential for Excellence (CPE)
#9, Race course Road, Bengaluru-560009

DEPARTMENT OF BUSINESS ADMINISTRATION

Student Development Program (SDP)

All are cordially invited to the webinar

On the topic

Unlocking covid-19 pandemic with New career opportunities and Challenges

By

Dr. Ramya. D MBA., Ph.D.

Director, PG center, Department of Commerce
Jnana Jyothi Degree College
Yelahanka, Bangalore.

Presided by

Prof. Basavaraju M.N

Principal, SJRC

At 11 am
on 5th August 2020

Dr. Meera B
Programme Co-ordinator

No Registration fees and e-certificate will be provided for all active participant

Wear Mask

Stay Home

Stay safe




Unlocking Covid-19
Pandemic with New

Session PPT

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Bengaluru-560 009.

List of Participated Students		
Sl.No.	Name of the Student	Class
1	VEEREGOWDA K	B.COM
2	LIKITHA M	B.COM
3	MANIKANTA .A. JANNU	B.COM
4	ANIL H L	B.COM
5	SNEHA N	B.COM
6	SREEJITH .S. SHANKAR	B.COM
7	KISHORE R	B.COM
8	SOHITH KUMAR S	B.COM
9	PRAJWAL B S	B.COM
10	NISHOK P J	B.COM
11	MANUSHREE V	B.COM
12	VIVEK B	B.COM
13	RAMYA R	B.COM
14	SHAKTHI V	B.COM
15	GANGADHAR R	B.COM
16	VISMURITHA N P	B.COM
17	T. GOUTHAM	B.COM
18	SRINIVAS MURTHY B V	B.COM
19	DIVYA O	B.COM
20	SHASHANK R	B.COM
21	PRAVEENKUMAR P	B.COM
22	ROHITH P	B.COM
23	AFTAB ALI	B.COM
24	SANJAY S M	B.COM
25	RAJESH J M	B.COM
26	SRIDATHA C R	B.COM
27	NIKITA R	B.COM
28	NUTHAN RAJ D R	B.COM
29	DARSHAN T	B.COM
30	VIVEK S N	B.COM
31	GAGAN C	B.COM
32	SHIVA KUMAR G N	B.COM
33	MANOJ J KADEMANE	B.COM
34	RASHMI SIMLAI	B.COM
35	SAHANASINGH R	B.COM
36	HARSHITHA B V	B.COM
37	HARISH M S	B.COM
38	SHIVAKUMAR G	B.COM
39	HARITHA J	B.COM
40	PRIYA P	B.COM


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41	ANIL SREENIVAS K	B.COM
42	PALLAVI J	B.COM
43	SOORAJ T	BCA
44	SANGEETHA N A	BCA
45	LALITHA C	BCA
46	PRADEEP KUMAR G	BCA
47	SHASHAANK M S	BCA
48	VEERESH D MENIJAGE	BCA
49	YOGESH M	BCA
50	NAVEEN KUMAR M	BCA
51	MOHAN K	BCA
52	SUMANTH S	BCA
53	GANESH H	BCA
54	AISHWARYA M	BCA
55	ARUN KUMAR R	BCA
56	MANJUNATH L	BCA
57	PURUSHOTHAMAN R	BCA
58	GURUNATHA M.R.	BCA
59	RAHUL U	BCA
60	TEJASHREE M L	BCA
61	KARTHIK S	BCA
62	DHANUSH REDDY S	BCA
63	SYED KASHIF	BCA
64	MOHITH B H	BCA
65	SHRIDHAR M C	BCA
66	HEMANTH J	BCA
67	PAVAN .V	B.SC
68	RAMYA .B	B.SC
69	SUNIL .S.E	B.SC
70	BHAVANA .P	B.SC
71	TEJAS RAJ E.S.	B.SC
72	CHIRANTH YADAV .R	B.SC


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**SRI JAGADGURU RENUKACHARYA COLLEGE OF
SCIENCE, ARTS AND COMMERCE**
#9, Race Course Road, Bangalore - 560 009
PLACEMENT CELL 2020-2021

Name of the Activity : Training on Infosys interview

No. of Students Participated : 150

Year of the activity : 2020-2021

A Report on Career Guidance – **Training on Infosys interview conducted by
Mr. Sanjeev Kumar - Placement officer**

Sanjeev Sjrc

Join our Cloud HD Video Meeting

Zoom is the leader in modern enterprise video communications, with an easy, reliable cloud platform
us04web.zoom.us

sanjeev kumar is inviting you to a scheduled Zoom meeting.

Topic: Related to Infosys online interview
Time: May 15, 2021 09:00 AM Mumbai,
Kolkata, New Delhi

Join Zoom Meeting

[https://us04web.zoom.us/j/74531447190?](https://us04web.zoom.us/j/74531447190?pwd=bINXbno5NGh6NIRQZFNMZmZHSStuUT09)
[pwd=bINXbno5NGh6NIRQZFNMZmZHSStuUT](https://us04web.zoom.us/j/74531447190?pwd=bINXbno5NGh6NIRQZFNMZmZHSStuUT09)
09

Meeting ID: 745 3144 7190


Passcode: 0J4Asa

7:57 pm

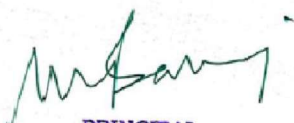
Placement officer conducted online training session on interview skills on 15/05/2021 to the final year degree students. Online session includes how to answer for the questions in online mode and the methods of handling the interview in technical way.


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Sl No	Name of the Student	Class
1	Veeregowda K	B.Com
2	Likitha M	B.Com
3	Manikanta .A. Jannu	B.Com
4	Anil H L	B.Com
5	Sneha N	B.Com
6	Sreejith .S. Shankar	B.Com
7	Kishore R	B.Com
8	Sohith Kumar S	B.Com
9	Prajwal B S	B.Com
10	Nishok P J	B.Com
11	Manushree V	B.Com
12	Vivek B	B.Com
13	Ramya R	B.Com
14	Shakthi V	B.Com
15	Gangadhar R	B.Com
16	Vismritha N P	B.Com
17	T. Goutham	B.Com
18	Srinivas Murthy B V	B.Com
19	Divya O	B.Com
20	Shashank R	B.Com
21	Pavithra A	B.Com
22	Keerthana .V	B.Com
23	Suhas V A	B.Com
24	Vigneshkumar H	B.Com
25	Nithya K	B.Com
26	Praveenkumar R	B.Com


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27	Santhosh Kumar S	B.Com
28	Shashidhar P	B.Com
29	GadudulaMallikarjuna	B.Com
30	Bharani P	B.Com
31	Lavanya	B.Com
32	Vijaya Lakshmi J	B.Com
33	Shravani S	B.Com
34	Megha R	B.Com
35	Vishnu K S	B.Com
36	Ramya J	B.Com
37	Sanjay C	B.Com
38	Sanjay S	B.Com
39	Sanjay Aradhya S T	B.Com
40	Niveditha P	B.Com
41	Ningarajamma V	B.Com
42	Sangeetha	B.Com
44	Rohith P	B.Com
45	Aftab Ali	B.Com
46	Sanjay S M	B.Com
47	Rajesh J M	B.Com
48	Sridatha C R	B.Com
49	Nikita R	B.Com
50	Nuthan Raj D R	B.Com
51	Darshan T	B.Com
52	Vivek S N	B.Com
53	Gagan C	B.Com
54	Shiva Kumar G N	B.Com


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55	Manoj J Kademane	B.Com
56	Rashmi Simlai	B.Com
57	Sahanasingh R	B.Com
58	Harshitha B V	B.Com
59	Harish M S	B.Com
60	Shivakumar G	B.Com
61	Haritha J	B.Com
62	Priya P	B.Com
63	Anil Sreenivas K	B.Com
64	Pallavi J	B.Com
65	Gopi S	B.Com
66	Kishorekumar V	B.Com
67	Deenanivash K	B.Com
68	Kumar K	B.Com
69	Pavithra V	B.Com
70	Vinay D S	B.Com
71	Naveenkumar B	B.Com
72	Vikram Singh Rathore	B.Com
73	Haricharan S	B.Com
74	Yashashwini K R	B.Com
75	Khajabee M R	B.Com
76	Venkatesh D	B.Com
77	Syed Khizar	B.Com
78	Sharanayya B	B.Com
79	Lokesh I	B.Com
80	Hruthik M G	B.Com
81	Surya S	B.Com


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82	Elilarasan E	B.Com
83	Deepak P	B.Com
84	Manoj V	B.Com
85	Ashok Kumar D	B.Com
86	Anitha D Joshi	B.Com
87	Anil Dhami	B.Com
88	Sandeep Dhami	B.Com
89	SurajDhami	B.Com
90	Vikas M S	B.Com
91	Gokul G	B.Com
92	Muthu R	B.Com
93	Charan Kumar A	B.Com
94	Bharath K S	B.Com
95	Niranjan M	B.Com
96	Dhanush N.S.	B.Com
97	Mugilan .M	B.Com
98	Sanjay .P	B.Com
99	Pravin .M	B.Com
100	Nishanth Kumar .G	B.Com
101	Swathi .G	B.Com
102	S. Bharath	B.Com
103	Sunil Kumar .M	B.Com
104	Tousif Pasha	B.Com
105	Rajendra Prasad .S	B.Com
106	Mohammed Asif	B.Com
107	Rishikanth .A	B.Com
108	Akash .M	B.Com


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109	Jayakumar .S	B.Com
110	Vinod .S	B.Com
111	Syed Sameer	B.Com
112	Kalebu .C	B.Com
113	Darshan .G	B.Com
114	AfshanFasha	B.Com
115	Madan Raj .A	B.Com
116	Pooja .M	B.Com
117	Lokesh .N	B.Com
118	Bhavani Shankar .R	B.Com
119	Sooraj T	BCA
120	Sangeetha N A	BCA
121	Lalitha C	BCA
122	Pradeep Kumar G	BCA
123	Shashaank M S	BCA
124	Veeresh D Menijage	BCA
125	Yogesh M	BCA
126	Naveen Kumar M	BCA
127	Mohan K	BCA
128	Sumanth S	BCA
129	Ganesh H	BCA
130	Aishwarya M	BCA
131	AlibaMohanty A	BCA
132	Arun Kumar R	BCA
133	Manjunath L	BCA
134	Vidhya G	BCA
135	Nikhil Gowda N K	BCA


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136	Naveen D M	BCA
137	Bhuvan U	BCA
138	Savitha P	BCA
139	Ashrai M S	BCA
140	Ravi Kumar .N	BCA
141	Niranjan N R	BCA
142	Swathi T K	BCA
143	Gagan G R	BCA
144	Purushothaman R	BCA
145	Gurunatha M.R.	BCA
146	Rahul U	BCA
147	Tejashree M L	BCA
148	Karthik S	BCA
149	Dhanush Reddy S	BCA
150	Syed Kashif	BCA


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 Bengaluru-560 009,



SJR

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 - 2020-2021

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	Rahul U	BCA	Wipro	2.2 L	3
2	Hemanth J	BCA	SKL Software	2.4 L	4
3	Ganesh H	BCA	SKL Software	2.4 L	5
4	Anitha D Joshi	B. Com	TCS	1.56 L	6
5	Bhavana	BCA	Infosys	2.2 L	7-14
6	Jnanai L	BCA	Infosys	2.2 L	15-22
7	Harshitha C	BCA	Infosys	2.2 L	23-29
8	Mohammed Faraan	BCA	Cognizant	2.5 L	30-38
9	Nikhil Gowda N K	BCA	TCS	1.93 L	39-41
10	Shashi Kumar A	BCA	Infosys	2.2 L	42-49
11	Mahesh Kumar M	BCA	m360Research	3.2 L	50-54



ESTD : 1945

SJR

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College of Science, Arts & Commerce

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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 - 2020-2021

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	Rahul U	BCA	Wipro	2.2 L
2	Hemanth J	BCA	SKL Software	2.4 L
3	Ganesh H	BCA	SKL Software	2.4 L
4	Anitha D Joshi	B. Com	TCS	1.56 L
5	Bhavan	BCA	Infosys	2.2 L
6	Jnanai L	BCA	Infosys	2.2 L
7	Harshitha C	BCA	Infosys	2.2 L
8	Mohammed Faraan	BCA	Cognizant	2.5 L
9	Nikhil Gowda N K	BCA	TCS	1.93 L
10	Shashi Kumar A	BCA	Infosys	2.2 L
11	Mahesh Kumar M	BCA	m360Research	3.2 L

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July 29, 2021

Welcome to Wipro's Work Integrated Learning Program ("WILP")

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

Dear Rahul U,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M. Tech degree from one of the premier engineering institution / University in India.


The duration of the academic program shall be 48 months from the **date of enrolment for academic program**. You will be enrolled into the academic program within 12 months from date of joining. 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,


Aparna Shailen
General Manager - Human Resources
Endorsement


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I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M. Tech degree from one of the premier engineering Institution / University** upon successful completion of

SLK Software Services Pvt. Ltd.,
SLK Green Part, SEZ UNIT II, 4th, 5th, 6th & 7th Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural – 562 110, India.
T + 91 80 4180 5721 / 6690 4721, F + 91 80 4050 1921



Date: 28-05-2021

Dear Hemanth J,

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

We have pleasure in offering to hire you to the position of a **"Trainee-Testing", Grade T** Subject to the terms of this offer.

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

- INR 2,40,000 (Two Lakh Forty Thousand Only) per annum.
- Your compensation will be reviewed after 12 months completion of your joining, based on your performance.

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

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

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

The exact date of joining will be confirmed at a later date.

Yours sincerely,

N. Sangeetha Ponnappa

N Sangeetha Ponnappa (Associate Vice President – HRM)

Encl. 1. List of documents required at the time of joining

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

Signature: _____

Date: _____

Candidate Name: _____

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

27/5/21
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Bengaluru-560 009.

SLK Software Services Pvt. Ltd.,
SLK Green Part, SEZ UNIT II, 4th, 5th, 6th & 7th Floor Tower-A,
Amin Properties LLP SEZ, Sy No.19, 20, 20/1,
Pujanahalli Village, Devanahalli Taluk,
Bangalore Rural – 562 110, India.
T + 91 80 4180 5721 / 6690 4721, F + 91 80 4050 1921



Date: 28-05-2021

Dear Ganesh H,

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

We have pleasure in offering to hire you to the position of a "Trainee-Testing", Grade T Subject to the terms of this offer.

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

- INR 2,40,000 (Two Lakh Forty Thousand Only) per annum.
- Your compensation will be reviewed after 12 months completion of your joining, based on your performance.

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

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

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

The exact date of joining will be confirmed at a later date.

Yours sincerely,

N. Sangeetha Ponnappa

N Sangeetha Ponnappa (Associate Vice President – HRM)

Encl. 1. List of documents required at the time of joining

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

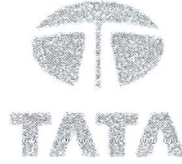
Signature: _____

Date: _____

Candidate Name: _____

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

2/12/21
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of Science, Arts & Commerce
Bengaluru-560 009.



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20219182239/Bangalore/BPS/BTN
Date: 16/12/2021

Ms. Anitha D Joshi
12/20
2nd Cross, Gopalpura
Rajajinagar
Bengaluru-560010
Karnataka
Tel# 91-9844561026

Dear Ms. Anitha D Joshi,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,000/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves its right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.


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

Private and Confidential
TCSL/DT20219182239

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
12/20, 2nd Cross, Gopalpura, Rajajinagar, Bangalore - 560010, Karnataka, India.
Tel: 91 81 24 2000 Fax: 91 81 24 2002 1210 E-mail: corporate@tcs.com, WebSite: <http://www.tcs.com>
Registered Office: 9th Floor, Marol Building, Narayana Road, Mumbai 400 027
A private and confidential document. If this is received by you in error, please inform the sender immediately.

HRD/2T/1000364354/20-21

February 15, 2021

Ms. Bhavana .
294, Adonahalli Street
Bettahalasur,
Bangalore-562157
India

Ph: +91-9844163438

Dear Bhavana,

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

Certification signature by Richard Lobo
richard_lobo@infosys.com - Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.02.15 16:49:23 IST
Reason: Digitally Signed
Location: Bangalore


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askus@infosys.com
www.infosys.com

HRD/1000364354/20-21

February 15, 2021

Ms. Bhavana .
294, Adonahalli Street
Bettahalasur,
Bangalore-562157
India

Ph: +91-9844163438

Dear Bhavana,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **10-May-2021**.

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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual 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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Bengaluru-560 009.

Probation and Confirmation

You will be on probation for a period of 12 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 - IV.

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 during probation. On 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 and 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.

In addition to your gross salary, you will receive an additional Personal Allowance of INR **461** per month. This allowance will be paid to you during your probation period, on the condition that your base location remains Bangalore/Mysore/Mangalore/Hubli. This allowance will be discontinued in case of a change in your base location due to official or personal reasons or upon confirmation (whichever is earlier).

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2020-21 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 month's 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 2020-21. 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 III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

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

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

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO

EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your full Name

Location

Certification signature by Richard Lobo
<richard_lobo@infosys.com> Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.02.16 16:49:23 IST
Reason: Digitally Signed
Location: Bangalore

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F 91 80 2852 0362
askus@infosys.com
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ANNEXURE - I
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Bhavana .
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)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	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.				


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Bengaluru-560 009.

HRD/2T/1000364117/21-22

Ms. Janani L
451, 20Th Main Road, Kg Layout
Laggere,
Bangalore-560058
India

Ph: +91-9036334049

Dear Janani,

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

Certification signature by Richard Lobo
<richard_lobo@infosys.com> - Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.04.28 16:28:29 IST
Reason: Digitally Signed
Location: Bangalore


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of Science, Arts & Commerce
Bengaluru-560 009.

INFOSYS LIMITED
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Bangalore 560 100, India
T 91 80 2852 0261
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askus@infosys.com
www.infosys.com

HRD/1000364117/21-22

Ms. Janani L
451, 20Th Main Road, Kg Layout
Laggere,
Bangalore-560058
India

Ph: +91-9036334049

Dear Janani,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **10-May-2021**.

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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual 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.

Probation and Confirmation

You will be on probation for a period of 12 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 - IV.

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 during probation. On 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 and 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.

In addition to your gross salary, you will receive an additional Personal Allowance of INR **461** per month. This allowance will be paid to you during your probation period, on the condition that your base location remains Bangalore/Mysore/Mangalore/Hubli. This allowance will be discontinued in case of a change in your base location due to official or personal reasons or upon confirmation (whichever is earlier).

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 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 month's 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 2020-21. 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 III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Your employment will be governed by the rules, regulations and policies of the Company.
The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.
As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your full Name Location

Certification signature by Richard Lobo
<richard_lobo@infosys.com> Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.04.28 16:28:29 IST
Reason: Digitally Signed
Location: Bangalore

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askus@infosys.com
www.infosys.com

ANNEXURE - I (Compensation)

COMPENSATION DETAILS (All figures in INR per month)

NAME	Ms. Janani L
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)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	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.


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Bengaluru-560 009.



HRD/2T/1000354385/20-21

Ms. Harshitha C
Candidate ID: 1000354385
290 23Rd Ward, Shenigarpet
Doddabalapura
Bangalore Rural - 561203
Karnataka
India
Ph: (91) 99020 03321

September 25, 2020

Dear Harshitha,

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

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


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

Digitally signed by RICHARD LOBO
Date: 2020.09.25 14:18:52 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/2T/1000354385/20-21

Ms. Harshitha C
Candidate ID: 1000354385
290 23Rd Ward, Shenigarpet
Doddabalapura
Bangalore Rural - 561203
Karnataka
India
Ph: (91) 99020 03321

September 25, 2020

Dear Harshitha,

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

Here are the terms and conditions of our offer:

Joining date

Your scheduled date of employment with us will be **October 12, 2020**.

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

The training program will consist of classroom/Virtual training and on-the-job training. The duration of the classroom/virtual 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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Probation and confirmation

You will be on probation for a period of 12 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, during probation. On 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.

In addition to your gross salary, you will receive an additional Personal Allowance of **INR 461** per month. This allowance will be paid to you during your probation period on the condition that your base location remains **Bangalore/Mysore/Mangalore/Hubli**. This allowance will be discontinued in case of a change in your base location due to official or personal reasons or upon confirmation (whichever is earlier).

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 2020-21 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 2019-2020. 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.

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

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

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

Date: _____, 20____

Print your name	Location
-----------------	----------

Company Confidential - This communication is confidential between you and Infosys Limited.
Page 6 of 7

**ANNEXURE –I
(Compensation)**

COMPENSATION DETAILS (All figures in INR. per month)				
NAME	Ms. Harshitha C			
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)
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.				




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18-Jul-2021

Dear Mohammed Faraan,
BCA, Computer Application
Sri Jagadguru Renukacharya College

Candidate ID – 17262852

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared 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 **Programmer Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **251,999/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.284,111/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

R'l'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thorai, Chennai - 600 097

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of Science, Arts & Commerce
Bengaluru-560 009.

3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.


3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

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

Signature:

Date:

Compensation and Benefits

Name: Mohammed Faraan

Designation: Programmer Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1475.892857	17,711
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5330	63,960
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	469	5,628
Annual Gross Compensation			220,499
Incentive Indication (per annum)**			12,000
Annual Total Compensation			232,499
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			251,999

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

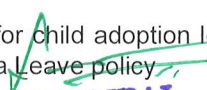
- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India leave policy


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Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

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

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

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

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

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

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;
AND

Mohammed Faraan, 21, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.
The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole

discretion and notified to you in advance.

c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;

b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated

and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations

- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

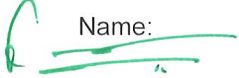
Cognizant Technology Solutions India Private Limited Mohammed Faraan

Sign: _____

Sign: _____

Name: _____

Name: _____


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Ref: TCSL/DT20218677881/1702695/Mumbai

Date: 18 December 2021

MR. NIKHILGOWDA N K

No 11 No 11 Bhairaveshwara Badavany Byandahalli Kadabagere Cross Bangalor,
Janapriya Township, Bangalore,
Karnataka-562130.
Tel# 916362436179

Sub: Joining Letter

Dear Mr. Nikhilgowda N K,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **29th December 2021**, your joining location is **Bangalore**, work location is **Bangalore** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.


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TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development



Click here or use a QR code scanner from your mobile to validate the joining letter

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HRD/2T/1000364335/20-21

February 15, 2021

Mr. Shashi Kumar A
435, 4Th Cross Kamalanagar
Basveshwaranagar,
Bangalore-560079
India

Ph: +91-8904734131

Dear Shashi Kumar,

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

Certification signature by Richard Lobo
<richard_lobo@infosys.com> - Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.02.16 16:49:25 IST
Reason: Digitally Signed
Location: Bangalore


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of Science, Arts & Commerce
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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

HRD/1000364335/20-21

February 15, 2021

Mr. Shashi Kumar A
435, 4Th Cross Kamalanagar
Basveshwaranagar,
Bangalore-560079
India

Ph: +91-8904734131

Dear Shashi Kumar,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **10-May-2021**.

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

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual 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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Probation and Confirmation

You will be on probation for a period of 12 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 - IV.

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 during probation. On 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 and 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.

In addition to your gross salary, you will receive an additional Personal Allowance of INR **461** per month. This allowance will be paid to you during your probation period, on the condition that your base location remains Bangalore/Mysore/Mangalore/Hubli. This allowance will be discontinued in case of a change in your base location due to official or personal reasons or upon confirmation (whichever is earlier).

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2020-21 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 month's 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 2020-21. 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 III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Your employment will be governed by the rules, regulations and policies of the Company.
The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.
As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your full Name Location

Certification signature by Richard Lobo
<richard_lobo@infosys.com> - Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.02.15 16:49:25 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - I
(Compensation)

COMPENSATION DETAILS (All figures in.INR per month)	
NAME	Mr. Shashi Kumar A
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)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	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.


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**M-PANELS TERMS AND CONDITIONS OF TRAINING
INFORMATION SHEET**

Sl. No.	Particulars	Description
1.	Name	Mahesh Kumar M
2.	Temporary Address	#254 , 9th main, 1st cross, KG Colony, GM Palya, New Thippasandra Post, Bangalore-560075
3.	Permanent Address	Same as above
4.	Phone No.	9620489416
5.	Email ID	maheshkumarmani29@gmail.com
6.	Education Qualification	BCA - 2020
7.	Designation	Trainee – Survey Programmer
8.	Start Date	Monday, 13 th September 2021
9.	Reporting Manager	Associate Director
10.	Nature of Training	Confirmit Survey Programming
11.	Training Period	06 months from date of joining
12.	Training Cost	INR 2,50,000/- [Rupees Two Lacs and Fifty Thousand Only] subject to a revision upward or downward of not more than 10% by the Company.
13.	Schedule	6:00 PM – 3:00 AM (US timing) until further notice
14.	Minimum Service Period (Subject to onboarding of the Trainee as an employee)	18 months from the date of joining as an employee.
15.	Stipend	INR 25,000/month [Rupees Twenty-Five Thousand Only] and on successful completion of training you will be confirmed as employee with a compensation of INR 37,500/month [Rupees Thirty-Seven Thousand and Five Hundred Only]

For **M-Panels Research Services Pvt Ltd.**,


Seema Fernandes
 Manager – Human Resources


By signing hereunder, I acknowledge that I have read, understood, and accepted “M-Panel’s
Terms and Conditions of Training” enclosed with this Information Sheet.

Name:

Signature: _____

Place:

Date:


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M-PANELS TERMS AND CONDITIONS OF TRAINING

These '**M-Panels Terms and Conditions of Training**' ("**Terms**") apply to you as a trainee with M-Panels Research Services Private Limited, a company registered under the Companies Act 2013, having its registered office at #41, Cristu Complex, Lavelle Road, Bangalore - 560001 ("**the Company**"). These Terms do not require the signature of the Company. Upon your signature or electronic acceptance of these Terms, they shall constitute a binding contract between you and the Company. Any changes you may make to these Terms shall have no effect unless you bring such changes to the notice of the Company on email and the Company signs these Terms.

1. **Information Sheet:** The Information Sheet containing your name, address, contact information and other particulars and details shall form an integral part of these Terms. In the event the Company determines that any particular in the Information Sheet is false, misleading, or incorrect, the Company reserves the right to terminate these Terms immediately without prejudice to its other rights and remedies. All capitalized words and expressions, if not defined in these Terms, shall be read, and understood in relation to their reference in the Information Sheet.
2. **Appointment as Trainee:** With effect from the date of your acceptance of these Terms, you shall be appointed as a trainee with the Company having the designation as stated in the Information Sheet. Notwithstanding anything to the contrary in these Terms or any other policy of the Company to which you may be subject, these Terms do not constitute you an employee of the Company. You will report to such person as may be designated in the Information Sheet or by the Company from time to time.
3. **Training and Training Period:** '**Training**' shall mean such training as stated in the Information Sheet. The Company shall have the sole discretion to determine the curriculum, methodology, instructors, location, and such other aspects as may be related to the Training. '**Training Period**' shall mean the duration of training as set out in the Information Sheet. Upon completion of your Training in accordance with these Terms, you will receive a confirmation from the Company by in writing or email.
4. **Training Cost:** You are hereby made aware that the Training is in cutting-edge areas of technical expertise and will be imparted to you at a substantial '**Training Cost**' to the Company as set out in the Information Sheet.
5. **Trainee Commitment:** Notwithstanding anything to the contrary in these Terms, in consideration of the cost of Training incurred by the Company and the stipend paid to you, you hereby promise and covenant all of the following:
 - 5.1. You shall attend the Training for the full Training Period with full diligence.
 - 5.2. During the Training Period, you shall not terminate, abandon, suspend or otherwise refuse or fail to attend the Training except with the prior written consent of the Company.
 - 5.3. In the event you are offered employment with the Company subject to and upon completion of your Training, you shall remain in employment for the '**Minimum Service Period**' stated in the Information Sheet. Provided that: (a) the Company shall have the right but not the obligation to offer employment to you; (b) any offer of employment shall be subject to your acceptance of the Company's Appointment Letter, Non-Disclosure

Agreement, Intellectual Property Assignment and Protection Agreement and completion of such joining formalities as the Company may prescribe.

- 5.4. For the avoidance of doubt, in the event of you are onboarded as an employee of the Company, you shall be bound by your covenant to serve the Minimum Service Period. Your remaining terms of employment shall be as stated in the Appointment Letter, Non-Disclosure Agreement, and the Intellectual Property Assignment and Protection Agreement.
- 5.5. Refusal or failure to abide by the foregoing covenant shall have the consequences as set out in the provisions of these Terms that are related to termination.
6. Policies: During your training, you shall follow such policies as may be prescribed by the Company from time to time, including but not limited to policies regulating sexual harassment, workplace access, and internet and network usage. Without prejudice to the foregoing, during your Training and until further notice, you shall be required to work during 6:00 PM – 3:00 AM on all weekdays.
7. Leaves: During your period of training, you shall not be eligible to leaves as a matter of right. Any leaves you apply for shall be subject to the written approval of your designated manager.
8. Stipend: During the validity of your Training, the Company shall pay you the Stipend as stated in the Information Sheet. The Stipend shall be subject to deduction of applicable taxes at source.
9. Term and Termination:
 - 9.1. Term: Except for your obligations and liabilities that survive the Training Period, these Terms shall expire automatically upon completion of the Training Period unless terminated in accordance with the provisions below.
 - 9.2. Termination by Trainee:
 - 9.2.1. Termination by Trainee during Training Period: You shall not have any right to terminate these Terms during the Training Period. In the event you terminate these Terms during the Training Period or abandon or otherwise refuse or fail to attend the Training - in either case for any reason whatsoever, and with or without notice - you shall be liable to pay the Company the full Training Cost or such portion of it as the Company may determine in its sole discretion.
 - 9.2.2. Refusal to Accept Employment or Premature Termination of Employment: In the event you refuse or fail to accept an offer of employment with the Company, or having accepted such offer, terminate or abandon or otherwise refuse or fail to remain in such employment for the Minimum Service Period - in either case for any reason whatsoever, and with or without notice - you shall be liable to pay the Company the full Training Cost or such portion of it as the Company may determine in its sole discretion.
 - 9.3. Termination by Company:

- 9.3.1. The Company may terminate these Terms at any time during the Training Period for convenience and without assigning reasons by such notice the Company deems reasonable under the circumstances or with no notice. In the event the Company terminates these Terms for convenience during the Training Period, you shall not be liable to pay the Training Cost to the Company.
- 9.3.2. In the event you have completed the Training Period and no offer of employment has been made to you, you shall not be liable to pay the Training Cost to the Company.
- 9.3.3. In the event you commit a material breach of these Terms including by way of misconduct, sexual harassment, fraud, misrepresentation, causing injury to persons or property, or other illegal or unlawful act and the Company terminates these Terms as a consequence thereof, you shall be liable to pay the Company the full Training Cost or such portion of it as the Company may determine in its sole discretion.
10. Non-Disparagement: You shall never commit any disparagement, defamation, libel, or slander of the Company and/or its founders, shareholders, directors, officers, employees, vendors, clients and other stakeholders. You shall refrain from any interference with the contracts and relationships of the Company.
11. Indemnity and Limit of Liability: The Company will not be responsible for any of your acts or omissions. You agree to indemnify the Company, and its founders, directors, officers, employees, clients, vendors, and other stakeholders against any and all claims made against or suffered by any of them as a result of or arising from your acts and omissions, including any breach of these Terms. At all times, the aggregate liability of the Company towards you shall be limited to payment of any part of the Stipend that is due and payable under these Terms and in no event shall the Company be liable for any direct or indirect damages, including any special, consequential, exemplary, or punitive damages. Any amount due to you may be set off against any expense, cost, fine, penalty, claims or damages incurred as a result of your acts or omissions.
12. Governing Law and Dispute Resolution:
- 12.1. General: These Terms shall be governed by and construed in accordance with the laws of India. Subject to the clauses below, you shall submit exclusively to the jurisdiction of the courts in Bangalore.
- 12.2. Mediation: Disputes or differences arising out of or related to the Terms shall be settled by mediation by a professional mediator jointly appointed by the Company and yourself.
- 12.3. Arbitration: In the event that the dispute remains unsolved after mediation, the Company and you shall refer such dispute to arbitration by a sole arbitrator appointed jointly by us in accordance with the provisions of Arbitration and Conciliation Act, 1996. The seat of arbitration shall be deemed to be Bangalore irrespective of the venue of either of us or the arbitrator.
13. Severability: Any provision of these Terms which is prohibited or unenforceable in any jurisdiction shall, as to such jurisdiction, be ineffective to the extent of such prohibition or

unenforceability without invalidating the remaining provisions hereof in that jurisdiction or affecting the validity or unenforceability of such provision in any other jurisdiction. Without prejudice to the foregoing, in the event the full Minimum Service Period is held unenforceable by any mediator, arbitrator or court, it shall be read down to the extent that it may be enforced by the Company against the Trainee.

14. Waiver: No waiver of any provision hereof shall be effective unless made in writing and signed by the Company. The failure of the Company to require the performance of any term or obligation under these Terms, or the waiver by the Company of any breach by the Trainee of these Terms, shall not prevent any subsequent enforcement of such term or obligation or be deemed a waiver of any subsequent breach.
15. Assignment: The Trainee shall not assign or delegate their rights, duties or obligations under these Terms to any third party.
16. No Conflict. Trainee represents that they have not entered into any other agreements with or undertaken obligations to others, including agreements with and obligations to previous employers that are in conflict with these Terms.
17. Amendment. These Terms may not be amended, in whole or part, except in writing signed by the Company.



PRINCIPAL
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