

17-18



**Power Research & Development
Consultants Private Limited**

#5, 11th Cross, 2nd Stage, West of Chord Road, Bengaluru -560086, INDIA
Corporate Identity Number (CIN) : U72200KA1994PTC015487
Phone: +91 - 80 - 4245-5555 / 6715-6100
Fax: +91 - 80 - 2319-2210
E-mail: prdc@vsnl.com Website: www.prdcinfotech.com

Ref: PRDC/OFFER/2018-19

Date: 21st June, 2018

Dear Naganand B N

Congratulations!

Welcome to the PRDC family.

PRDC provides better career opportunity and growth for PRDCians and we sincerely believe that you will also grow with our company and build a successful profession

We are delighted to inform that you have been chosen to be a part of our team. We are pleased to offer you the position of **Engineer** on the following terms and conditions

- 1) It has been decided to offer you the Annual CTC of Rs. **2, 80, 000 (Rupees Two lakhs and Eighty Thousand only)**. The detailed compensation stack is attached with this letter.
- 2) Your Reporting date will be on Wednesday the **1st August 2018**.
- 3) You will be on probation for **12 months** from the date of joining which may be extended at the discretion of the company.
- 4) You will sign an agreement with us for a period of **30 months** which includes your training period and probationary period.
- 5) In order to comply with the company's Policies and Procedures, please bring the following originals along with a set of photo copies at the time of joining:
 - ✓ Completed Educational and Professional certificates (Original with photo copy) for verification
 - ✓ Relieving letter / Experience letter from pervious employers (if any)
 - ✓ Personal documents like Aadhar, Pan, DL, Voter ID, Address proof with photocopies
 - ✓ Your previous PF / ESI account detail and related documents (in case you were working)
 - ✓ 6 Passport size photos for our records and bank application form
 - ✓ Two reference letters only from your college HOD, Professors / Lecturers indicating your Conduct for the past four years

The other terms of the organization will be indicated in detail in the letter of appointment.

We are confident that you will build a long term association with us which would be memorable & mutually rewarding.

With Regards,
for Power Research & Development Consultants Pvt Ltd.


Mamatha Nagaraja
Director, Human Resources


Naganand B N


I agree

Enclosed: Annexure – Compensation stack

Signode India Limited

Registered Office :
3rd Floor, Jyothi Majestic
8-2-120/84, Road No. 2,
Banjara Hills, Hyderabad-500034, India
Phone : 91-40-23353781, 67468900
Fax : 91-40-23353791
E-mail : info@signodeindia.com
Website : www.signodeindia.com
CIN : U74950TG2003PLC091521



July 24, 2018

Ms. Shivani M Rao,
K.S.School of Engineering & Management, Bangalore.

Dear Shivani,

This is further to our discussions we had with you regarding undertaking a project assignment in our Company. The Company is pleased to offer you a project assignment on **"Development of Software for Coil Packing Line Operation thru Rockwell Automation Factory Talk view Machine edition"** for a period of July 30th to 28th September 2018.

The following terms & conditions will be applicable to you during your project assignment with us.

1. You will be assigned to work under the guidance of Mr. Dhanunjaya M -Head - Projects Execution and you will be based out of PSM Block, Rudraram Plant.
2. You will be required to complete your project as mentioned in the letter and submit a copy of your project report before the end of your project period.
3. You will be required to make a final presentation of your project work and of the relevant findings/suggestions, to your guide before the end of your project period, i.e., before preparing your final Project Report.
4. Any books, documents, circulars, files, tools or other items of equipment or data of the Company which may be supplied to you in connection with your work shall at all times remain the property of the Company and the same shall be safeguarded appropriately, and returned by you to the Company on or before the last day of your project in the Company. If you fail to do so, the Company may withhold payment of your dues, if any, and/or take such other steps as may be appropriate, to recover the damages from you. You will be responsible for all such items or property and shall immediately report loss of Company's property, if any, in your possession to the local police authorities, as well as to the Company for lodging a claim with the Insurance Company. Failure to do so will automatically entitle the Company to recover such amounts from your dues and yourself.
5. It is a strict condition that you shall not divulge any business or internal information, technical data, documents of confidential nature or any secrets of the Company to anyone (even to employees who are not directly concerned) during the period of your project assignment or thereafter. Breach of this condition shall render you liable for immediate termination of your assignment with the Company, apart from any other action as deemed appropriate, which the

Signode India Limited

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Website : www.signodeindia.com
CIN : U74950TG2003PLC091521



Company may take against you for breach of this contract.

6. We are offering you only a project assignment, which is part of your academic requirement. As such you are a full time student of your College/Institute and not an employee of SIGNODE INDIA LTD. Therefore, you will not be eligible for any of the benefits, which are applicable to the employees of the Company. As you are full-time students of K.S. School Of Engineering & Management, Bangalore. The company will pay you a stipend of Rs.7,500 per month for the project assignment.

We will not be responsible for any loss or damage to your person or property during your project assignment with the Company. The Company will not pay you any compensation or reimburse any expenses on account of any accident or damage to your person or property.

7. You will be required to settle the accounts of all the expenses incurred by you including cash drawn on account of the project assignment, before you leave the Organisation. You will have to submit all necessary vouchers/bills etc. to your branch in-charge.

8. You are required to abide by all the rules, regulations, practices etc. of the Company as applicable to you.

If you need any further clarifications, kindly get in touch with the undersigned.

Please sign and return a copy of this letter in acceptance of this project assignment.

We wish you good luck in your project assignment.

For **SIGNODE INDIA LIMITED**


Ajit Kumar Jain

Chief Human Resource Officer & Marketing Head

STERLING AND WILSON PVT. LTD.

ELECTRO MECHANICAL ENGINEERS

ASSOCIATES OF :

SHAPOORJI PALLONJI & CO. PVT. LTD.

CIN: U31200MH1974PTC017538



Date: 12-Dec-2017

To

Mr. Umesha D
Bangalore

Sub.: Offer letter

Dear Mr. Umesha

We are pleased to inform that you have been selected as "Supervisor" on contract employee basis for ITPL-HT site.

Your monthly gross salary will be Rs.17600/-.

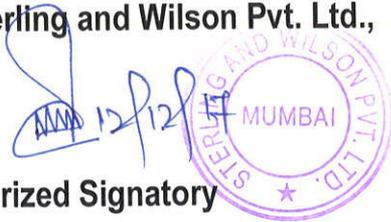
Your date of joining will be with effect from 15-Dec-2017 on or before.

Kindly submit supporting documents of your educational qualifications, experience certificates, relieving copy of earlier employer, Pan Card copy, residence proof, two photographs while joining. Your formal contract letter will be issued to you within a month of your joining

Looking forward for your association with Sterling & Wilson family.

Kindly sign a duplicate letter as a token of your acceptance of this letter and return the same for our records. long term association with Sterling & Wilson family.

For **Sterling and Wilson Pvt. Ltd.,**



Authorized Signatory

17-18

NTT DATA Global Delivery Services Private Limited

18 & 19/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2653.0912

18-Sep-17
Yatheeswar M
KSSEM

Dear Yatheeswar M,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development Sr. Associate Consultant with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as trainee comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.
During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- c) Certifying Java SE 8 programmer I "Exam No 1Z0-808" Certified by Oracle

On successful completion of your training, you will be appointed as a Application Software Development Sr. Associate in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs.3,00,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B Srinivasulu
B B SRINIVASULU
VICE PRESIDENT - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by 18-Sep-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____ Date: _____
(Yatheeswar M)

NTT DATA Global Delivery Services Private Limited

18 & 18/1, Swan End Road
Basavanagudi, Bangalore 560 054 India
Tel: +91 80 2655 9482 Fax: +91 80 2655 30912

18-Sep-17
Gautham B U
KSSEM

Dear Gautham B U,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you Application Software Development Sr. Associate Consultant with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as trainee comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of Rs.12,000/- per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- a) Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- b) Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- c) Certifying on Software Development Fundamentals and Microsoft .Net Fundamentals- Certified by Microsoft

On successful completion of your training, you will be appointed as a Application Software Development Sr. Associate in Grade 5 and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be Rs.3,00,000/- during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B Srinivasulu
B B SRINIVASULU
VICE PRESIDENT - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by 18-Sep-17 to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: _____
(Gautham B U)

Date: _____

Offer Letter

Ms.Shobitha.K,

Dear Shobitha.K,

It is my pleasure to extend the following offer of employment to you on behalf of SHINE Management Services, further to the interview and discussions you have had with us. You are expected to join duty on **27thMarch, 2019.**

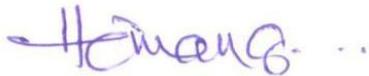
You are appointed to the position of **Data Analyser** and in this capacity. As **Data Analyser**, your salary details as below.

SALARY COMPONENTS	MONTHLY SALARY
Basic Salary	12,382.00
Allowance	2,858.00
Advance Bonus Amount	1,031.00
Leave Salary	714.00
Gross monthly salary (A)	16,985.00
Deductions:	
a. EPFO	1,486.00
b. ESI	297.00
c. P.Tax	200.00
d. Labor Fund	
C. Sub-Total (a+b+c+d)	1,983.00
Take home salary (A-C)	15,002.00

I look forward to an enduring relationship with you.

Yours sincerely,

For Shine Management Service



Authorised Signatory