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amazon Development Centre India

LETTER OF INTENT

Date: 22 01 2016

Dear PRATHAM CHENDLA

With reference to your application and subsequent assessments you had with us, we are pleased to issue an offer for the position of Transaction Risk Investigator at Amazon Development Center India Pvt. Ltd ("Company"). Your initial place of work will be at Amazon India's facility in Bangalore, India.

in case of accepting the offer, you would be eligible to receive Rs.290,000 (Rupees Two Lakhs Ninety Thousand Only) per Annum. In addition, you will be eligible for benefits as per company policies at the time of joining.

Please note, your appointment in the Company will be confirmed only on executing the detailed offer letter and NDA; which will be issued to you closer to your joining date.

Yours sincerely,

FOR AMAZON DEVELOPMENT CENTER INDIA PVT LTD

Ámit Kombi,

Sr. HR Business Partner

Prothow S



LETTER OF INTENT

Date: 22 01 2016

Dear Sharan. P,

With reference to your application and subsequent assessments you had with us, we are pleased to issue an offer for the position of Transaction Risk Investigator at Amazon Development Center India Pvt. Ltd ("Company"). Your initial place of work will be at Amazon India's facility in Bangalore, India.

In case of accepting the offer, you would be eligible to receive Rs.290,000 (Rupees Two Lakhs Ninety Thousand Only) per Annum. In addition, you will be eligible for benefits as per company policies at the time of joining.

Please note, your appointment in the Company will be confirmed only on executing the detailed offer letter and NDA, which will be issued to you closer to your joining date.

Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD

Amit Kombi.

Sr. HR Business Partner

ACCEPTED



Terms and Conditions of the offer

- As per Company Business Requirements, you will be issued an offer letter with a proposed date of joining within 30th of April 2016.
- The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up another offer employment (other than with the Company) before issue of the Offer Letter.
- You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.
- The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of issue of the Offer Letter and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD

Amit Kombi,

Sr. HR Business Partner

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:

Signature

22 01 2016

Date



LETTER OF INTENT

Date: 22/01/16.

Dear ARJUN.S.S.B.

With reference to your application and subsequent assessments you had with us, we are pleased to issue an offer for the position of Transaction Risk Investigator at Amazon Development Center India Pvt. Ltd ("Company"). Your initial place of work will be at Amazon India's facility in Bangalore, India.

In case of accepting the offer, you would be eligible to receive Rs.290,000 (Rupees Two Lakhs Ninety Thousand Only) per Annum. In addition, you will be eligible for benefits as per company policies at the time of joining.

Please note, your appointment in the Company will be confirmed only on executing the detailed offer letter and NDA, which will be issued to you closer to your joining date.

Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD

Amit Kombi,

Sr. HR Business Partner

ACCEPTED



Terms and Conditions of the offer

- As per Company Business Requirements, you will be issued an offer letter with a proposed date of joining within 30th of April 2016.
- The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up another offer employment (other than with the Company) before issue of the Offer Letter.
- You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.
- The Company reserves the rights to revise the proposed salary and benefits as per prevailing levels of pay at the time of issue of the Offer Letter and thereafter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part.

Yours sincerely,

For AMAZON DEVELOPMENT CENTER INDIA PVT LTD

Amit Kombi,

Sr. HR Business Partner

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:

Signature

22 01 16

Date



VERTEX CUSTOMER MANAGEMENT INDIA PVT. LTD

www.vertexgroupindia.com

Welcome Letter

Dear KowsHiR.

Congratulations, we are pleased to offer you a position as an Associate Traince - CSRwith the Operations at VERTEX CUSTOMER SOLUTIONS INDIA PVT. LTDatBangalore.

Process Selected:IDEA/MTS/VODAFONE/Tata sky

Date of Joining: -/ -/2015

Reporting time:9:30am -

Offered Salary:

Contact Person : Kantharaj/Arul

Contact No : 9741511697/7411012542

Venue: VERTEX Customer Solutions India Pvt Ltd, #31, 3rd Floor, TBR Towers, JC Road, New Mission Road, Bangalore-560002.

Land Mark: Poornina Theare or Next to Jain college.

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Ref: 640223/1402971/ELTP

23-SEP-2016

Ms. Lakshmi Kesari Bangalore (kar) - 560070 Mobile: 7760197662

Subject: Offer of Appointment

Dear Ms. Lakshmi Kesari

It is our pleasure to welcome you to Tech Mahindra Limited.

- With reference to our discussions, we are pleased to offer you an appointment in our organization as Associate Software Engineer at Band 'U' and Sub Band 'U1' under ELTP Scheme.
- 2. You will be on probation for a period of 6 months from the date of joining the Company during which you will be on training. The training program called "Entry Level Integrated Training and Enablement" (ELITE) will include classroom training as well as on-the-job training. In case your performance is not found immediate effect without serving written notice or pay in lieu of notice.
- Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your
 employment with the Company will stand automatically confirmed upon successful completion of probation
 period including successful completion of the ELITE program and satisfactory performance on the job.
- 4. Your remuneration while on probation has been detailed in Annexure A. Upon confirmation, your "Annual Total Cash Compensation" will be Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only). Please refer Annexure B for details on the compensation and statutory deductions.
- 5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
- 6. This offer is valid subject to your fulfilling the following:-
 - the academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - meeting the set eligibility criteria at the end of your academic course
 - meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.





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lechmahindra.com con.actigitechmahindra.com Registered Office: Gateway Building, Apolic Bunder flumbai 400001, India CIN L64200MH1936PLC041370

ANNEXURE - A

NAME	Ms Lakshmi Kesari	
TITLE	Associate Software Engineer	
BAND	U1	The statement was to be seen a supplied to
LOCATION	BENGALURU	
	COMPONENTS	Per Annum
BASIC (@30%	OF TOTAL FIXED DAY)	(All figures in INR)
HRA (@50% OF BASIC)		67,935
CONVEYANCE		33,968
BONUS / STAT	UTORY BONUS	19,200
EMPLOYER'S	CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY) MPONENTS OF TEP	24,000
LEXIBLE COV	PONENTS OF TEP	8,152
OTAL FIXED	PAY	73,194
OTAL VARIAB	SLE PAY (TVP) (D)	226,449
ADDITIONAL BENEFITS (C)		25,161
PRATUITY		8,390
OTAL ODGE	REMIUMS (towards GTLI, GMIP AND GPAI)	3,268
UTAL COST T	O COMPANY(D) = (A) + (B) + (C)	5,122
	Our salany will be noted	260,000

- 1. Salary: Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is in the Company's records.
- 2. <u>Flexible Benefit Plan (as applicable):</u> Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

Component		
Leave Travel Assistance	Max Limit	
Medical Reimbursement	12, 000	
Mobo Meal (Max Rs. 1100 per month)	15, 000	
(max rts. Prob per month)	13, 200	

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)



cornect@rechmatendm.com Registered Diffice Gateway Building, Apollo Sunder Mumbal 400001, India CIN L64200MH1985PLQ041370

Ref: 640223/1402951/ELTP

21-JUL-2016

Ms. Susmitha . Bangalore (kar) - 560070 Mobile: 9632689851

Subject: Offer of Appointment

Dear Ms. Susmitha .

It is our pleasure to welcome you to Tech Mahindra Limited.

- 1. With reference to our discussions, we are pleased to offer you an appointment in our organization as Associate Software Engineer at Band 'U' and Sub Band 'U1' under ELTP Scheme.
- 2. You will be on probation for a period of 6 months from the date of joining the Company during which you will be on training. The training program called "Entry Level Integrated Training and Enablement" (ELITE) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
- 3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
- 4. Your remuneration while on probation has been detailed in Annexure A. Upon confirmation, your "Annual Total Cash Compensation" will be Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only). Please refer Annexure B for details on the compensation and statutory deductions.
- 5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
- 6. This offer is valid subject to your fulfilling the following:-
 - the academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - meeting the set eligibility criteria at the end of your academic course
 - meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.





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ANNEXURE - A

NAME	Ms Susmitha .	
TITLE	Associate Software Engineer	LUMPANNE DE CORNE DE METE PETE E L'ANGER
BAND	U1	
LOCATION	BENGALURU	
Section Control Configuration (Section Configuration Confi	COMPONENTS	Per Annum (All figures in INR)
BASIC (@30%	OF TOTAL FIXED PAY)	67,935
HRA (@50% OF BASIC)		33,968
CONVEYANC		19,200
The second secon	TUTORY BONUS	24,000
	CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8,152
	MPONENTS OF TFP	73,194
A STATE OF THE RESIDENCE WHEN BOTH AND ADDRESS OF THE PARTY OF THE PAR) PAY(A)	226,449
TOTAL VARIABLE PAY (TVP)(B)		25,161
	BENEFITS(C)	8,390
GRATUITY	Comment of the Commen	3,268
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)		5,122
TOTAL COST TO COMPANY(D) = (A) + (B) + (C)		260,000

- 1. <u>Salary:</u> Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.
- 2. <u>Flexible Benefit Plan (as applicable):</u> Associates will also be given an option of restructuring their Flexible component of their TFP as per the "Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

	Max Limit	
Component	wax Limit	
Leave Travel Assistance	12, 000	
Medical Reimbursement	15, 000	
Mobo Meal (Max Rs. 1100 per month)	13, 200	

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component. (Contd...)



Tech hat india Limited Info nity, hi rech City Layout Machagur, hyderabad 500001, cell Tell 991 40 3063 6063 Fav. 491 40 2141 7/115

technahindra.com connect@techmahindra.com Registered Office: Gateway Building. Apollo Bunder Mumbol 400001, Inclis CIN L64200MH1986PLC041370

Ref: 640223/1402962/ELTP

21-JUL-2016

Mr. Guru Prasad Nr Bangalore (kar) - 560078 Mobile: 9880051945

Subject: Offer of Appointment

Dear Mr. Guru Prasad Nr

It is our pleasure to welcome you to Tech Mahindra Limited.

- 1. With reference to our discussions, we are pleased to offer you an appointment in our organization as Associate Software Engineer at Band 'U' and Sub Band 'U1' under ELTP Scheme.
- 2. You will be on probation for a period of 6 months from the date of joining the Company during which you will be on training. The training program called "Entry Level Integrated Training and Enablement" (ELITE) will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.
- 3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.
- 4. Your remuneration while on probation has been detailed in Annexure A. Upon confirmation, your "Annual Total Cash Compensation" will be Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only). Please refer Annexure B for details on the compensation and statutory deductions.
- 5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
- 6. This offer is valid subject to your fulfilling the following:-
 - the academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
 - · meeting the set eligibility criteria at the end of your academic course
 - · meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
 - Submission of all necessary legal documentation pertaining to your employment.





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technamings com connect the shash indiscom Registered Office: Gateway Budding, Apollo Bunder Murabal 40035, India CIN L64204MH1986PLC041370

ANNEXURE - A

TITLE Associate Software Engineer BAND U1 LOCATION BENGALURU COMPONENTS	Per Annum (All figures in INR) 67,935
LOCATION BENGALURU	(All figures in INR) 67,935
LOOMING	(All figures in INR) 67,935
COMPONENTS	(All figures in INR) 67,935
TOTAL FIVED DAY)	00.000
BASIC (@30% OF TOTAL FIXED PAY)	33,968
HRA (@50% OF BASIC)	19,200
CONVEYANCE	24,000
BONUS / STATUTORY BONUS	8,152
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	73.194
FLEXIBLE COMPONENTS OF TFP	226,449
TOTAL FIXED PAY(A)	25,161
TOTAL VARIABLE PAY (TVP)(B)	8,390
ADDITIONAL BENEFITS(C)	3,268
GRATUITY	
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5,122
TOTAL COST TO COMPANY (D) = (A) + (B) + (C)	260,000

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O	Max Limit	
Component	12. 000	
Leave Travel Assistance	15, 000	
Medical Reimbursement	,	
Mobo Meal (Max Rs. 1100 per month)	13, 200	

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component. (Contd...)