



# **SRI RAMAKRISHNA ENGINEERING COLLEGE**

[Educational Service: SNR Sons Charitable Trust]

[Autonomous Institution, Reaccredited by NAAC with 'A+' Grade]

[Approved by AICTE and Permanently Affiliated to Anna University, Chennai]

[ISO 9001:2015 Certified and all eligible programmes Accredited by NBA]

Vattamalaipalayam, N.G.G.O. Colony Post, Coimbatore – 641 022



## **EXPERIENTIAL LEARNING**

## **INTERNSHIPS/INPLANT TRAINING**



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## DEPARTMENT OF AERONAUTICAL ENGINEERING

### Internship/Implant Training 2021-22

S. No	Roll No	Name	Company	Stipend	Duration
1	1808001	Ajith Chandran	Rapid 3D Technologies	-	11.02.2022 – 11.05.2022
2	1808039	Sree Varsha L K	Geokno India Pvt. Ltd.	-	21.02.2022 – 20.05.2022
3	1808033	Ansari Dawood Ibrahim R	Sky Rider Institutions	-	22.02.2022 – 22.04.2022
4	1808048	Vishva S	Sky Rider Institutions	-	22.02.2022 – 22.04.2022
5	1808037	Siva Prathap N	JK Fenner	-	08.03.2022 – 30.04.2022
6	1808014	Mansadevi T L D	Four Minions	-	21.12.2022 – 31.05.2022
7	1808036	Shiyam V	Four Minions	-	01.12.2022 – 31.05.2022
8	1808041	Subathra B	Four Minions	-	01.12.2022 – 31.05.2022
9	1808046	Vijayakumar V	Four Minions	-	01.12.2022 – 31.05.2022
10	1808009	Harshavardhan S	Desmaan Pvt. Ltd.	-	21.02.2022 – 21.04.2022
11	1808010	Jawahar Prabhu S	Desmaan Pvt. Ltd.	-	21.02.2022 – 21.04.2022
12	1808011	Karthick K	Desmaan Pvt. Ltd.	-	21.02.2022 – 21.04.2022
13	1808017	Mohamed Nazeer U	Desmaan Pvt. Ltd.	-	21.02.2022 – 21.04.2022
14	1808023	Nirmal Prabu S	Desmaan Pvt. Ltd.	-	21.02.2022 – 21.04.2022
15	1808024	Nishanth Eswar A	Desmaan Pvt. Ltd.	-	21.02.2022 – 21.04.2022
16	1808013	Lakshmanan K	OEPL	-	15.03.2022 – 15.05.2022
17	1808025	Pasupathi S	OEPL	-	15.03.2022 – 15.05.2022
18	1808052	Udit Pragadeesh R	OEPL	-	15.03.2022 – 15.05.2022
19	1808006	Shivachandran S	Simulation Lab	-	14.03.2022 – 06.05.2022
20	1808020	Mukesh R	Simulation Lab	-	14.03.2022 – 06.05.2022
21	1808004	Azhar Yousuf	The KCP Limited	-	16.03.2022 – 15.04.2022

22	1808016	Mohamed Reyash S	The KCP Limited	-	16.03.2022 – 15.04.2022
23	1808040	Sri Madhav S U	The KCP Limited	-	16.03.2022 – 15.04.2022
24	1808037	Siva Prathap N	TAFE	-	02.08.2021 – 17.09.2021
25	1808032	Reshma K	ADE, DRDO	-	09.08.2021 – 17.09.2021
26	1808039	Sree Varsha L K	ADE, DRDO	-	09.08.2021 – 17.09.2021

  
 Criteria Incharge  
 C. Dinesh  
 Ap(sr.G)/Aero.Engg.

  
 HoD/Aero 5/11/22





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## DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING

### LIST OF INTERN STUDENTS ACADEMIC YEAR 2021-2022 Batch: 2018- 2022

S. No	Roll No	Name	Company	Stipend	Duration
1	1801001	ABIJITH M	SYMPHONY RETAILAI	17,000	6 Months
2	1801003	ADITYA S	MERCEDES BENZ RESEARCH AND DEVELOPMENT INDIA	25,000	6 Months
3	1801008	AMIRTHA VARSHINI B	CODINGMART	21,000	6 Months
4	1801009	ANCY RUFINA C	MORGAN STANLEY	87,000	6 Months
5	1801010	ARCHANA S V	PAYODA TECHNOLOGIES	10,000	6 Months
6	1801011	ARIVALAN C P	ZOHO	15,000	6 Months
7	1801015	ATCHAYA V	COGNIZANT	12,000	6 Months
8	1801016	BALAJI S	AMAZON	45,000	6 Months
9	1801017	BALASURYA S	COGNIZANT	12,000	6 Months
10	1801022	CHANDHAN T V	COGNIZANT	12,000	6 Months
11	1801025	CHEL CIA G L	CAPGEMINI	22,000	6 Months
12	1801033	DIVYADHARSHINI G	LTTS	10,000	6 Months
13	1801037	GOKUL G	TRIMBLE	21,000	6 Months
14	1801038	GOKUL K	RFPIO	13,000	6 Months
15	1801039	GOKUL KANNAN T	LTTS	10,000	6 Months
16	1801042	GUNASOUNDHARYA G	HEXAWARE TECHNOLOGIES	15,000	6 Months
17	1801044	HARI KRITHIKA S	COGNIZANT	12,000	6 Months
18	1801048	HARINI R	MERCEDES-BENZ RESEARCH AND DEVELOPMENT, INDIA	25,000	6 Months
19	1801049	HARI RAM S	ZOHO	15,000	6 Months
20	1801051	HARISHMITHA K	VIRTUSA	6,500	6 Months
21	1801052	HARSHA VARDHINI R	RFPIO	13,000	6 Months
22	1801055	JAGATHISHKUMAR	CODINGMART	21,000	6 Months
23	1801056	JANARTHANAN S	RENTLY	18,000	6 Months
24	1801059	JEEVA R	VIRTUSA	6,500	6 Months
25	1801060	KALAITHIRUMARAN K	LTTS	10,000	6 Months
26	1801062	KAMALI PRAKRUTHA R S	COGNIZANT	12,000	6 Months
27	1801063	KATHIJA SUMAN M	ESKO GRAPHICS	15,000	6 Months
28	1801064	KAVIBHARATHI B	VURAM	12,800	1 Year
29	1801065	DHANUSH R	LTTS	10,000	6 Months
30	1801105	KIRUBA A T	COGNIZANT	12,000	6 Months
31	1801107	LAKSHANA M	COGNIZANT	12,000	6 Months
32	1801109	MADHAN C	CODINGMART	21,000	6 Months



S. No	Roll No	Name	Company	Stipend	Duration
33	1801110	MADHUSHREE V	COGNIZANT	12,000	6 Months
34	1801112	MANOJKUMAR P	LTTS	10,000	6 Months
35	1801118	MOHANAPRIYA V	ACHERON	15,000	6 Months
36	1801119	MONISH.K	COGNIZANT	12,000	6 Months
37	1801120	MUTHUKRISHNAN T	ESKO GRAPHICS	15,000	6 Months
38	1801121	NAGASUNDARAM	VIRTUSA	6,500	6 Months
39	1801123	NANDHINI M	DHYAN NETWORKS AND TECHNOLOGIES	15,000	6 Months
40	1801125	NAVEEN C	VIRTUSA	6,500	6 Months
41	1801126	NAVIN SHANKAR G V	THIRDWARE SOLUTIONS	20,000	6 Months
42	1801127	NIHAL N	ESKO GRAPHICS	15,000	6 Months
43	1801132	NIVETHA K	HEXAWARE TECHNOLOGIES	15,000	6 Months
44	1801134	PALANIKUMAR B	ACCENTURE	25,000	6 Months
45	1801137	PAVITHRA G	LTTS	10,000	6 Months
46	1801138	PERINDAR SANTHOSH	ZOHO CORP	15,000	6 Months
47	1801139	PRABAKARAN R	ACCENTURE	25,000	6 Months
48	1801140	PRADEEP P	RFPIO	13,000	6 Months
49	1801141	PRASANNA D	COGNIZANT	12,000	6 Months
50	1801142	PRATHISAN P T	INFOSYS	10,000	6 Months
51	1801143	PRATHYUSHAA V K	ZOHO	15,000	6 Months
52	1801144	PRAVEEN KUMAR K	APTEAN	25,000	6 Months
53	1801147	PRIYADHARSHINI.G	LTTS	10,000	6 Months
54	1801149	PRIYANGA S S	COGNIZANT	12,000	6 Months
55	1801150	RACHEL SYLVIA X	COGNIZANT	12,000	6 Months
56	1801154	RAMANAN T	RENTLY	18,000	6 Months
57	1801155	RAMYA J	COGNIZANT	12,000	6 Months
58	1801156	RANJITHKUMAR M	COGNIZANT	12,000	6 Months
59	1801157	RESMA .M	LTTS	10,000	6 Months
60	1801158	RICHARD C	APPVIEWX	18,000	6 Months
61	1801159	RISHIBALAJI R	ESKO GRAPHICS	15,000	6 Months
62	1801161	RITHIKA S	ESKO GRAPHICS	15,000	6 Months
63	1801162	ROSHAN AFARA S M	COGNIZANT	12,000	6 Months
64	1801165	MUHESH M	VIRTUSA	6,500	6 Months
65	1801167	NITHEESH KUMAR S	COGNIZANT	12,000	6 Months
66	1801168	JEFFRIN RAJ R	COGNIZANT	12,000	6 Months
67	1801203	SANGEETHA NIRALLENI V	COGNIZANT	12,000	6 Months
68	1801205	SANJANA SANTHOSH P	QUINBAY TECHNOLOGIES	31,000	1 Year
69	1801206	SANKAR N	ORION INNOVATION		6 Months
70	1801208	SARAN M S	HITACHI VANTARA	21,000	6 Months
71	1801210	SHANMUGAPRIYA V	VERTICURL		6 Months
72	1801213	SHREE VATSAV M	COGNIZANT	12,000	6 Months
73	1801217	SHRUTHI R	MERCEDEZ BENZ R&D INDIA	25,000	6 Months
74	1801218	SHWETHA C N T	ESKO GRAPHICS	15,000	6 Months
75	1801220	SINOLINAA SHERLINE S	COGNIZANT	12,000	6 Months
76	1801221	SIVA SANKARI R	SYMPHONY RETAILAI	17,000	6 Months



S. No	Roll No	Name	Company	Stipend	Duration
77	1801223	SNEHA P S	MERCEDES BENZ R&D INDIA	25,000	6 Months
78	1801224	R SNEHA IYER	GE GLOBAL RESEARCH	25,000	6 Months
79	1801228	SRINIVAS P	ACCENTURE	25,000	6 Months
80	1801229	KV SRUTI	IBM	-	6 Months
81	1801230	SUBIKSHA J	ACCENTURE	25,000	6 Months
82	1801231	SUDARSHANA B	MIQ DIGITAL	35,000	6 Months
83	1801233	SUDHANESH K	VIRTUSA	6,500	6 Months
84	1801237	SUJITH M	ACCENTURE	25,000	6 Months
85	1801238	SUMITHAA R	HEXAWARE TECHNOLOGIES	15,000	6 Months
86	1801240	SUSHMITHA SR	COGNIZANT	12,000	6 Months
87	1801241	SWATHI G	MIQ DIGITAL	35,000	6 Months
88	1801243	TEENAH BLESSY	CAPGEMINI	22,000	6 Months
89	1801247	VASANTHAGOKUL S	VIRTUSA	6,500	1 Year
90	1801248	VASUKI K	QUINBAY TECHNOLOGIES	31,000	1 Year
91	1801250	VIGNESHWARAN R	COGNIZANT	12,000	6 Months
92	1801251	VIJAY R	LTTS	10,000	6 Months
93	1801252	VIJAYA GURU KAMAKSHI K	ZOOMRX	20,000	6 Months
94	1801256	VISHNU PRIYA S	VURAM	12,800	1 Year
95	1801257	VISHNU VARDHAN P S	KANINI TECHNOLOGIES	10,000	6 Months
96	1801258	VISNUPRIYAN K	UGAM SOLUTIONS	20,000	6 Months
97	1801259	YOGESH A	RFPIO	13,000	6 Months
98	1801260	YUVAN SHANKAR M	MIQ DIGITAL	35,000	6 Months
99	1801266	STEBIN VARGHESE	HP	20,000	6 Months

  
**PLACEMENT COORDINATOR**  
R. S. Vishnu Durai, AP/CSE

  
**HOD / CSE**

**Dr. A. GRACE SELVARANI,**  
Professor & Head,  
Dept. of Computer Science & Engg.  
Sri Ramakrishna Engg. College,  
Vattamalaipalayam,  
Coimbatore- 641 022.



## LETTER OF APPOINTMENT FOR INTERNS

Date: 9th September 2021  
40/2 BALAJI NAGAR, PRESS COLONY POST,  
VTC: Coimbatore North, PO: Coimbatore Press Colony,  
District: Coimbatore, State: Tamil Nadu, PIN Code: 641019

Dear Mr. Abijith Murugan

The Company is pleased to offer you an internship at Symphony RetailAI (Company). Your internship shall be subject to the following terms and conditions:

1. That you are appointed as an **Intern** of the Company with effect from 3<sup>rd</sup> January 2022 and assigned projects at the sole discretion of the Company. However, during the period of your internship, the Company reserves the right to transfer you to any department as required from time to time.
2. That the educational qualifications declared by yourself in the Bio-data are true and correct. You shall produce the original certificates evidencing your educational qualifications and such other documentary proofs as and when required by the Company.
3. That your Internship period shall be for 6 Months which is starting from 3<sup>rd</sup> January 2022 as determined by the Company. Thereafter the Company shall have a right to offer an employment with the Company based on your performance and at its sole discretion. It is clarified herein that this internship does not constitute any employment and there is no employer employment relationship caused between the parties herein.
4. That your Internship will be liable to be terminated at any time by the Company without any reason whatsoever. However, you shall have no right

**Symphony EYC India Private Limited**  
Regd. Office: SJR 1 Park, Tower-3, Fifth Floor, Plot No.13, 14 &15,  
Sy No.143 & 151, EPIP Zone, Whitefield, Bengaluru, KA - 560066. IN  
Email: Rahul.Bhattacharya@symphonvretailai.com  
Tel: +91 80 6177 0500  
CIN: U72200KA2010FTC055127

to terminate the internship under any circumstances on your own without our written approval.

5. That you are a whole time Intern of the Company, hence you are not permitted to take up any other work or employment except with the written permission of the Company and that you shall put in your best efforts in promoting the business reputation of the Company.
6. That you will not engage in any activity which is detrimental to the interest of the Company.
7. That you shall work on the project assigned to you at the offices of the Company. At no point of time will you be permitted to work from any other location unless such permission is specifically authorized by the Company.
8. That you shall be provided with a dedicated identity and password to access and work on the project assigned by the Company.
9. That you shall complete all tasks/projects/work assigned to you by the Company during your Internship and on rejection of the tasks/project/work by you, the Company shall a right to terminate your internship with immediate effect. This is in addition to the general right of termination available with the Company under Clause 4 above.
10. That you shall at all times maintain the confidentiality of the information and project and in particular you shall sign and execute a separate Assigned Interns Invention Agreement Confidentiality and Intellectual Property Agreement with the Company.
11. That all intellectual property developed by you in terms of this internship program shall be owned by the Company / their clients and you shall have no rights over the same.
12. That you will be required to submit the project status report to the Company on a weekly basis. Notwithstanding the above the Company may at its sole discretion depending on the needs of the project request for additional reports from time to time.

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13. That you shall in addition to the weekly reports required to email a monthly progress report and discuss the status of the project and your contribution with the Company guide.
14. That at the end of each month a review will be conducted by the Company and based on your contribution and at the sole discretion of the company the Company will pay an internship research fee of Rs. 16000/- (Rupees Sixteen Thousand only) per month. Such internship research fee shall be subject to taxes as applicable.
15. That you shall be responsible for the safe custody of all the Company's assets, documents, which may come into your custody during the course of your internship. That you shall on your termination /resignation returns all such documents and assets promptly to the Company.
16. That the information acquired by you relating to Company's technical data/client's information, trade secrets, know-how source and object code, flow chart, algorithm, coding sheets, routines, subroutines, compilers, assemblers, design concepts, patents and trademarks and other financial information are all confidential information of the Company.
17. That you shall not in relation to the Confidential Information:
  - (i) Use the Confidential Information for any purpose other than the performance of your obligations as an intern.
  - (ii) Not to disclose Confidential Information to any person other than in accordance with the instructions of the Company; and
  - (iii) Make every effort to prevent the use or disclosure of Confidential Information other than as permitted by the company.

You are required not to divulge any such confidential information to any third party or appropriate such information for your own personal gains. If the Company comes to know of the violation of the above condition, then the Company reserves the right to initiate appropriate legal actions against you for breach of confidentiality. The Company also reserves the right to insist on yourself to sign a separate Confidentiality Agreement.

**Symphony EYC India Private Limited**

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Email: Rahul.Bhattacharya@symphonyretailai.com  
Tel: +91 80 6177 0500  
CIN: U72200KA2010FTC055127

18. That your normal working hours and the holidays for the period of your internship shall be regulated by the Company in terms of the Company Policy.
19. That you shall keep informed the Company about the changes in your residential address from time to time.
20. That after the successful completion of the internship period the Company may in its sole discretion after satisfying itself about your successful completion of the degree and your academic records may offer an employment in the Company. Notwithstanding anything stated above the salary and other conditions of work offered by the Company shall be determined by the Company at its sole discretion based on the market conditions prevailing at that point of time when the offer of Employment is made.

In lieu of your acceptance to the above terms and conditions, please sign the duplicate hereof and return to the undersigned.

For M/s. Symphony RetailAI,



Girish Subramanian  
HR Director

#### ACCEPTANCE

I have read and understood the above terms and conditions and I have agreed to abide by the same.

Name and Signature: Mr. Abijith Murugan (M.B.)

Date of Joining as Intern: 3/01/2022

Place & Date: Coimbatore (5/10/2021)

Symphony EYC India Private Limited

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CIN: U72200KA2010FTC055127



# BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

**Date: 04/22/2022**

**Akshaya E A**

**C10955890**

**103/24-Chathanvilai, Ammandivilai P.O, Kanyakumari district-629204**

**6385640164**

Dear **Akshaya E A**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group - Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000 provided new joiner is employed with the company for minimum three months.



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

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

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

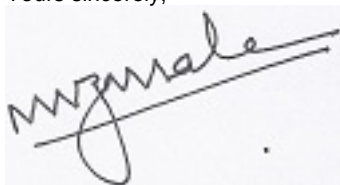
After accepting this Offer, we encourage you visit Countdown to the Company-

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on <https://indiacampus.accenture.com/myzone/accenture/auth/login>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale  
Senior Managing Director  
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

**Akshaya E A**

## ANNEXURE I

### COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
<b>(A) Annual Fixed Compensation</b>	3,83,000/-
<b>(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)</b>	32,500/-
<b>Maximum Annual Total earning potential(A+B)</b>	4,15,500/-
<b>(C) Joining Bonus</b>	
<b>Joining Bonus (Refer to the section C)</b>	INR 25,000/-
<b>(D)# Additional Notional Benefits</b>	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 11,400/-
<b>Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)</b>	<b>INR 458300/-</b>
<b>(E)##Additional Discretionary Reimbursements</b>	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
<b>(F)Optional opportunity to participate in the Employee Share Purchase Plan</b>	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares <b>at 15% discount on the fair market value</b>	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

#### (A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

#### (B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of



the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

### **(C) Joining Bonus**

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

### **Note: For International Worker Only\***

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

### **Benefits applicable for current Company financial year:**

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

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. # (D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

# (D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

## (E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

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

**From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.**

**GST Clause:**

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

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

**General Tax:**

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



## **ANNEXURE II**

### **Mandatory documentation at the time of onboarding:**

1. Two copies of your recent passport size photographs.
  2. Original marksheet of all semester (PG/UG).
  3. Original provisional degree certificate or convocation degree certificate.
  4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
  5. Copy of Degree/PG/Diploma (as applicable) certificates.
  6. Passport copy, if available (if not please apply immediately).
  7. Pan Card
  8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.
- Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

#### **ANNEXURE IV - DECLARATION**

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

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

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

ACKNOWLEDGED AND AGREED:

---

**Akshaya E A**

Date:

Disclaimer

"This document and any attachments to it (in part or in whole the "Communication") are confidential, may constitute inside information and are for the use only of the addressee. The Communication is the property of Accenture and its affiliates and may contain copyright material or intellectual property of Accenture and/or any of its related entities or of third parties. If you are not the intended recipient of the Communication or have received the Communication in error, please notify the sender or Accenture immediately, return the Communication (in entirety) and delete the Communication (in entirety and copies included) from your records and systems. Unauthorized use, disclosure or copying of this Communication or any part thereof is strictly prohibited and may be unlawful. Any views expressed in the Communication are those of the individual sender only, unless expressly stated to be those of Accenture and its affiliates. Accenture does not guarantee the integrity of the Communication, or that it is free from errors, viruses or interference."



## **Training and Employment Agreement**

This Training and Employment Agreement (hereinafter referred to as the “Agreement”) is executed on **2nd August 2021** (hereinafter referred to as “Effective Date”) by and between

**Codingmart Technologies**, a company registered under the applicable laws and having its registered office at MDS Group Signature, 3rd Floor, 38th Cross Road, 5th Block, HBR Layout, Bangalore 560043, Karnataka (hereinafter referred as the “Company” which term shall, unless it be repugnant to the context or meaning thereof, be deemed to include its successors and assigns), represented by its authorized signatory Anitha Sathish.

AND

**Amirtha Varshini B** , bearing aadhaar number **2377 9017 6055** having place of residence at **61,P&T Colony 4th Street, Kavundampalayam, Coimbatore-641030**. hereinafter referred as the “trainee”).

The Company and the Trainee are together referred to as Parties and individually as party.

### **Recitals**

WHEREAS the Trainee desires to work with the Company and in furtherance of the same has been selected for training by the Company for period of 9 months of internship (Excluding leaves availed), hereinafter referred to as “Term of Training” and if decided by the Company in its sole discretion may be offered by the Company an employment with the Company post the Training;

WHEREAS the Company, must disclose and discuss sensitive and confidential information in the ordinary course of their engagement with the Trainee and in furtherance of the same, this Agreement details the terms of this Training and Employment.

NOW THEREFORE, in consideration of the promises and other covenants and other good and valuable consideration, the receipt of which is hereby acknowledged by the Parties, this Agreement witness as follows:

#### **1. Definitions**

- 1.1. “Agreement” shall mean and include this Training and Employment Agreement along with its recitals, annexures, schedules, and amendments, if any.
- 1.2. “Confidential Information” shall mean and include any and all information disclosed by the Company to the Trainee during the term of this Agreement,

CODINGMART TECHNOLOGIES PRIVATE LIMITED | CIN: U72200TZ2015PTC02201  
MDS Group Signature, 3rd Floor, 38th Cross Road, 5th Block, HBR Layout, Bangalore  
560043

[www.codingmart.com](http://www.codingmart.com) | [hr@codingmart.com](mailto:hr@codingmart.com)





which is by its very nature confidential whether or not expressly marked as confidential by the Company. The Company may disclose such Confidential Information in any manner including without limitation oral, written or in electronic form. The Confidential Information shall include (without limitation) proprietary information relating to all tangible and intangible information, development, utility, price, quotes, bids, controls, operating procedures, cost, know-how, research and development, general or specific data, documents, papers, statements, photographs, drawings, diagrams, pictures, computer programming techniques, methodologies, computer codes, source code, object code, trade secret, Intellectual Property, information pertaining to the present and/or proposed vendors, customers/clients, business partners, affiliates, subsidiaries, independent contractors, sub-contractors, suppliers, organizational structure, policies and procedures of the Company, user manual documentation, marketing and sale techniques, technical and non-technical details, unpublished financial data, budgets, profits, accounting techniques and procedures, terms of this Agreement and any all agreements that the Parties may enter hereafter.

- 1.3. "Intellectual Property Rights" shall mean and include individually or collectively following worldwide rights relating to the Intellectual Properties including without limitation patents, trademarks, copyrights, trade secret, rights in the Confidential Information, right to privacy and publicity, website, logo and service marks, internet, intranet, world wide web URLs or addresses, brand name, whether or not filed, perfected, registered or recorded, including such intellectual property now, hereafter filed, issued or acquired.
- 1.4. "Assessment Period" shall mean and include **initial 2 weeks of training & evaluation period before the Internship followed by 9 months of Internship** of this Agreement during which the Trainee shall be assessed and evaluated by the Company.

## 2. Terms of Training

- 2.1. During the Assessment Period, the Company shall assess and evaluate the performance of the Trainee in accordance with the procedures and standards solely determined by the Company. The Company may confirm the Training of the Trainee, post the Assessment Period.
- 2.2. The Company may, at its sole discretion terminate the Training of the Trainee at any time during the term of the Assessment Period, with or without providing any justification of whatsoever nature for such termination. The Company reserves the right to extend the Assessment Period to such additional period of time as it considers appropriate.
- 2.4. The roles, duties, responsibilities and obligations of the Trainee shall be determined and communicated by the reporting manager upon the commencement of his/her Training in the Company.
- 2.5. The Trainee herein understands that the Company may require the Trainee to assume such other roles and discharge such other obligations other than those stipulated herein, from time to time having regard to the need and requirements of the Company. The Trainee agrees and accepts to promptly and efficiently



discharge all such additional obligations determined and communicated by the Company.

- 2.6. The Trainee represents and warrants to provide accurate, appropriate, true, correct and complete information (personal and such other information queried by the Company) at the time of his/her joining. The Trainee shall be required to keep any and all information provided by him/her to the Company, as mentioned hereinbefore, updated and accurate.
- 2.7. During the Term of this Agreement, the Trainee shall provide his/her services exclusively to the Company and shall not engage with any third-party, directly or indirectly. The Trainee represents and warrants to provide the services to the Company faithfully, lawfully, competently, accurately, efficiently and diligently, at all times.
- 2.8. The Trainee understand and agrees that the Training is structured under 3 stages and the Trainee understands that the Trainee's performance shall be taken into consideration by the Company for process into the next stage of Training and to offer employment to the Trainee for the Training period.
- 2.9. The Trainee understands and agrees that in the event that the Company deems, in its sole discretion, that the Trainee requires additional duration of time to be trained at any stage of the Training (before being trained for the next stage), the duration of which will be communicated by the Company to the Trainee in writing, the training period for such stage as may be applicable, shall be undertaken by the Trainee. For reasons of clarity, based on the performance of the Trainee, the duration of the Training period may be extended.

### 3. Terms of Employment

- 3.1. The Trainee understands and agrees that if the Company, in its sole discretion, decides to offer employment, the Trainee shall be employed to the position of **Product Engineer** and shall be reporting to Technical Manager (hereinafter referred to as the 'reporting manager').
- 3.2. The roles, duties, responsibilities and obligations of the Trainee for employment shall be determined and communicated by the reporting manager upon the commencement of his/her employment in the Company.
- 3.3. The Trainee herein understands that the Company may require him/her to assume such other roles and discharge such other obligations other than those stipulated herein, from time to time having regard to the need and requirements of the Company. The Trainee agrees and accepts to promptly and efficiently discharge all such additional obligations determined and communicated to him/her.

### 4. Duties, Obligations, Representations and Warranties

- 4.1. The Trainee represents and warrants to provide accurate, appropriate, true, correct and complete information (personal and such other information queried by the Company). The Trainee shall be required to keep any and all information provided by him/her to the Company, as mentioned hereinbefore, updated and accurate.



- 4.2. During the term of this Agreement, the Trainee shall provide his services exclusively to the Company and shall not engage with any third-party, directly or indirectly.
- 4.3. The Trainee herein agrees and accepts to devote his/her entire time, attention and skill towards discharging his/her obligations in the Company.
- 4.4. The Trainee represents and warrants to provide services to the Company faithfully, lawfully, competently, accurately, efficiently and diligently, at all times.
- 4.5. The Trainee shall extend the highest degree of loyalty towards the Company and standard of conduct in discharging his/her obligations.
- 4.6. The Trainee represents and warrants to adhere to all the standards, guidelines, policies and procedures determined and communicated by the Company, oral or in writing.
- 4.7. The Trainee, at all times during the term of his/her employment with the Company, agrees to notify and update the Company regarding his/her conduct, acts, deeds and activities carried on by the Trainee in the Company or on behalf of the Company to any third-party, in writing if so, required by the Company. The Trainee also agrees to provide such additional and further information, records, clarification as the Company may require.
- 4.8. The Trainee expressly warrants not to engage or take up any alternative employment, full time or part-time, with any third-party including without limitation as a consultant, in the advisory position, board position, partnership and such other occupation, with or without remuneration without obtaining the prior written consent of the Company.
- 4.9. The Trainee herein agrees and accepts to attend all the meetings and discussions organized and specified by the Company.
- 4.10. The Trainee represents and warrants not to make any public announcement of whatsoever nature (including press release, news channels, media, magazines and such other related announcements) with regard to any matters pertaining to the Company and its business operations.
- 4.11. The Trainee understands and expressly warrants not to undertake any acts or deeds or otherwise omit to undertake any acts or deeds that are detrimental to the interest of the Company.
- 4.12. The Trainee shall not make any promises, covenants or otherwise enter into any arrangements or agreements on behalf of the Company. Upon the termination of this Agreement, the Trainee shall not hold himself/herself as the representative, employee or agent of the Company. Any loss or damage incurred by the Company due to the failure of the Trainee in adhering to the obligation specified hereinbefore, the Trainee hereby agrees and accepts to indemnify and hold harmless the Company.
- 4.13. The Trainee represents and warrants that he/she has all necessary rights, approvals and authority to enter into and execute the obligations contained herein under this Agreement.
- 4.14. The Trainee expressly warrants that there are no legal actions, suits or claims, whether pending or threatened against him/her, before any court, tribunal, governmental authority or agency that may or is likely to affect this Agreement.





- 4.15. The Trainee herein agrees and accepts that he/she shall not engage in any illegal or prohibited activities including without limitation theft, fraud, misrepresentation, or misappropriation of any property owned or possessed by the Company or shall make no attempts to defraud the Company.
- 4.16. The working days of the Trainee shall be 5 days a week, unless any day has been declared as a public holiday or such other holidays as per the holiday policies of the Company.
- 4.17. As per the need and requirements of the Company, the Trainee may be required to work on any of the public holidays or such other declared holidays.
- 4.18. The Trainee is entitled to such earned leaves and sick leaves as per the leave policy of the Company. Any additional leave/s availed beyond the prescribed limit may result in loss of pay leave/s and the Company is under no obligation to provide remuneration or benefits for the same.
- 4.19. The Company is entitled to amend or modify the leave policy of the Company, at its sole discretion. All such amendments or modification to the leave policy shall be duly notified by the Company.

## 5. Confidential Information

- 5.1. Information disclosed under this Agreement shall not be considered confidential if such information-
  - a. Is disclosed to any third party without any confidentiality obligation.
  - b. Is revealed to the public by the Company or by any third party without any involvement of the Trainee.
  - c. Is disclosed under the directions of a Court or similar authority.
  - d. Is lawfully made available to the Trainee by a third party not having any connection with the Company.
- 5.2. The Trainee agrees that he/she shall not use any Confidential Information outside the scope of executing his/her duties to the Company including but not limited to refraining from using such Confidential Information for personal gain or furthering personal interests or that of any third party.
- 5.3. The Trainee agrees that the Confidential Information received by him/her shall be shared with other employees/interns of the Company on a strict "need to know basis" after seeking prior approval from the Company.
- 5.4. The Trainee agrees that the information shared by the Company is highly sensitive in nature and any breach of this Agreement shall result in an irreparable loss to the Company and therefore the Company shall have the right to seek judicial remedies including but not limited to injunctive relief, damages etc.
- 5.5. The Trainee agrees that any and all Intellectual Property developed by the Trainee using the Confidential Information of the Company shall be solely owned by the Company.

## 6. Consideration



- 6.1. The Trainee is entitled to such consideration more specifically detailed under Schedule A of this Agreement.
- 6.2. The consideration shall be paid in the mode and manner as determined and communicated by the Company to the Trainee.
- 6.3. The consideration shall be paid to the Trainee by the last working day of every calendar month after deducting applicable taxes as per the prevailing income tax and such other applicable laws. The consideration shall be paid in the mode and manner as determined and communicated by the Company.
- 6.4. The Trainee herein agrees and accepts that the remuneration detailed under Schedule A of this Agreement shall be subject to revision and modification by the Company on the basis of the Trainee's efforts, skill, diligence and performance.
- 6.5. The Trainee acknowledges the sufficiency of the consideration detailed under Schedule A of this Agreement and expressly warrants not to demand any additional consideration or benefits from the Company.
- 6.6. If the Trainee owes any amount/s to the Company, such amount/s shall be deducted from the consideration due and payable to the Trainee. The Company shall not assume any obligation to provide any advance notice to the Trainee with respect to such deductions.

#### 7. Intellectual Property Rights

- 7.1. The Trainee hereby acknowledges that any all Intellectual Property enumerated under this Agreement, is owned and/ or possessed by the Company and that the Trainee in no circumstances whatsoever shall have any right to utilize such Intellectual Property.
- 7.2. Any and all Intellectual Property created by the Trainee, solely or collectively with the Company, during the term of this Agreement, shall be deemed Intellectual Property constituted and commissioned by the Company for purposes of discharging the objectives set forth under this Agreement. The Trainee acknowledges and covenants that the rights, interests and benefits in such Intellectual Property now available or made available in the future shall immediately and automatically, upon the creation thereof, vests with the Company. In any case, Intellectual Property, in whole or any part of it, do not vest with the Company, automatically or by operation of law, the Trainee hereby agrees and accepts to irrevocably, unconditionally and in perpetuity assign to the extent of such unassigned Intellectual Property to the Company along with the right, title and interest in such Intellectual Property without any demur or protest.
- 7.3. The Trainee in any circumstances whatsoever shall have no right to utilize, transfer, license or assign such Intellectual Property Rights to any third-party.
- 7.4. No information, content or material from any part of the Intellectual Property owned by the Company shall be copied, reproduced, republished, uploaded, recorded, posted, transmitted or distributed in any way (including by using any automated programs, software, or any other method of screen scraping) by the Trainee.
- 7.5. The Trainee accepts and agrees to immediately notify the Company of any infringement of Intellectual Property Rights occurred as a result of any act or



omission on its part or any third-party infringement, as soon as it comes to the knowledge of the Trainee. The Trainee hereby agrees and accepts to provide complete cooperation to the Company in adopting appropriate legal actions in the event of the infringement of the Intellectual Property Rights.

7.6. The Intellectual Property obligation mentioned herein shall survive termination of this Agreement.

#### 8. Indemnity

8.1. The Trainee hereby agrees to indemnify, defend and hold harmless the Company from and against any dispute, difference, claim, counterclaim, action, suit or legal proceeding initiated against the Company as a result of actions or inactions of the Trainee.

8.2. In furtherance of the foregoing, the Trainee undertakes to take complete control of defense or settlement in any matter initiated against the Company under such instances. However, if the Company is of the opinion that it would be in its best interest to protect or undertake its defense on its own then the Trainee shall extend its complete cooperation in this regard and shall be liable to make good the loss including but not limited to the attorney fee. In particular, the Trainee shall be obligated to furnish to the Company any documents or evidence that would facilitate the Company to protect and defend its right and/ or interest.

8.3. Under no circumstances shall the Company be liable for any loss of actual or anticipated revenues, profits, goodwill, opportunity or business or for any consequential, special, incidental, exemplary, punitive or other indirect losses or damages, whether arising out of or related to this Agreement including those in contract, tort (including negligence) even if such loss was foreseeable or if the Company has been advised of the possibility of such damages or loss.

#### 9. Termination

9.1. The Company may terminate the Training of the Trainee any time during the Assessment Period without providing any prior notice to the Trainee.

9.2. The Company may terminate this Agreement if, in the opinion of the Company, the Trainee has caused any material breach of the terms of this Agreement, the termination in any such case shall be made by the Company without providing any notice to the Trainee.

9.3. The Trainee understands and agrees that the Company has put in tremendous amount of efforts and resources into training the Trainee. In furtherance of the same, in the event that the Trainee terminates this Agreement before the expiry of the Term or does not accept the employment opportunity offered by the Company post the completion of the Training, the Trainee shall be liable to repay the Company for the expenses incurred by the Company as detailed in Annexure B to this Agreement.

9.4. In the event that the Trainee does not accept the employment opportunity offered by the Company, the Trainee shall, in addition to the obligation mentioned under



Clause 9.3, provide a notice of 2 months of termination of his/her engagement with the Company.

9.5. The Trainee shall be entitled to terminate the Agreement during the term of his employment by providing the Company with a notice of 3 months indicating his/her intention to terminate the engagement with the Company.

#### 10. Governing Law and Jurisdiction

10.1. This Agreement shall be interpreted in accordance with the laws of India and the courts at Bangalore shall have the exclusive jurisdiction to deal with matters arising out of or in connection with this Agreement.

#### 11. Miscellaneous

11.1. This Agreement contains the entire understanding between the Parties and supersedes any prior or contemporaneous written or oral agreements, representations or warranties between them respecting the subject matter hereof.

11.2. If any term or provision of this Agreement is declared invalid by any law in force in India or otherwise then such invalid provision shall be considered severed from this Agreement and the remainder of the Agreement shall remain in full force and effect.

11.3. Any instance of non-observance of strict compliance on any provisions of this Agreement by the Company, it is not deemed to be the waiver of such clause or right by it.

#### COMPANY

**Name: Anitha Sathish**

DocuSigned by:  
Anitha  
18BFB804076F4DA...

Date: 8/2/2021

#### TRAINEE

**Name: Amirtha Varshini B**

DocuSigned by:  
B. Amirtha Varshini  
B7D19A397BE5410...

Date: 8/4/2021

Annexure A  
Consideration



### **Stipend Details:**

Internship Period	9 Working Months
Stipend: Phase 1 (0- 3 months) Training Time	Rs 7000 + WFH allowance
Stipend: Phase 2 (4-6 months) Product support	Rs 14000 + WFH allowance
Stipend: Phase 3 (7-9 months) Project Production	Rs 21000 + WFH allowance
CTC (Fixed pay + Variable pay + Retainership bonus) post successful completion of internship	7.2 LPA

**Note:**

All the Candidates need to submit their originals of 10th, 12th, and College certificates.

### **Annexure B Expense Details**

#### **Stage 1 of Training and Expense Associated**

In this stage, the Company will train the Trainee to master both front-end and back-end technologies, starting with the basics and progressing to the advanced aspects of Full

CODINGMART TECHNOLOGIES PRIVATE LIMITED | CIN: U72200TZ2015PTC02201  
MDS Group Signature, 3rd Floor, 38th Cross Road, 5th Block, HBR Layout, Bangalore  
560043

[www.codingmart.com](http://www.codingmart.com) | [hr@codingmart.com](mailto:hr@codingmart.com)





Stack Web Development. The Company will conduct day to day hands-on training in any of technologies like ReactJs , AngularJs , VueJs or similar technologies. The Company will also train the Trainee any of backend technologies like NodeJs, Ruby, Python or similar technologies. The Company will train the Trainee in professional coding and standard Coding hygienes. The Company will also conduct a soft skill training like maintain good team culture, communication and using professional project and communication tools. The Company will introduce the Trainee to Code versioning tools like Git and train in proper usage of the same.

The Company in provision of the above will incur an expense of INR 93,000 on the Trainee in Stage 1 of the Training.

#### Stage 2: Training and Support

Project based teaching approach shall be adopted by the Company in this stage to train the Trainee. The Trainee shall have to work on live project in market and use open source technology for the development and deployments. The Trainee will be trained for hosting locally and then final hosting of web page on real server.

The Company will also train the Trainee with an advanced understanding of databases, tables, as well as how to manipulate data with functions like add, edit or delete data from tables and databases. Data retrieval concepts, which includes sorting, filtering, multi-table join, sub-queries and using functions in retrieval statements are discussed in detail. The Company shall also train the Trainee to correctly structure the database, author efficient SQL statements, and clauses, and manage your SQL database for scalable growth in this Stage.

The Company in provision of the above will incur an expense of INR 1,77,000 on the Trainee in Stage 2 of the Training.

#### Stage 3: Live Training and Support

In this stage, the Trainee will be introduced to clients and Company's live project as shadow resources. The Trainee will be trained in project reporting , project deployment tools. The Trainee will be taught the principles of continuous development and deployment, automation of configuration management, inter-team collaboration and IT service agility, using DevOps tools like Git, Docker, Jenkins, Cucumber, Ansible, TeamCity, & Nagios. The Trainee will be trained in various aspects of DevOps delivery model.

The Company in provision of the above will incur an expense of INR 2,76,000 on the Trainee in Stage 3 of the Training.


The Trainee herein agrees and accepts to indemnify the Company in the event that Trainee terminates his/her engagement prior to completing the term of training or upon



not accepting employment with the Company post the term of the training, as may be stipulated in this Agreement.

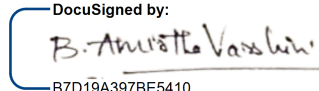
**COMPANY**

**Name: Anitha Sathish**

DocuSigned by:  
  
18BFB804076F4DA...  
Date: 8/2/2021

**TRAINEE**

**Name: Amirtha Varshini B**

DocuSigned by:  
  
B7D19A397BE5410...  
Date: 8/4/2021

# Offer Letter

**Please consider this offer and respond electronically.**



# DAIMLER

Mercedes-Benz

**INT/HR/MER0001ITO/4374630/2020**

February 10, 2022

Harini R

D/O Ravichandran P, S. Vallakundapuram (Vadakkala Thottatam)  
, Ammapatti (P.O), Udumalpet (T.K), Tiruppur(D.T),  
Coimbatore  
Tamil Nadu - 642205.

Dear Harini,

## **Internship at Mercedes-Benz Research and Development India**

We are pleased to offer you an internship program in the department of **RD/ICC** for a project at Mercedes-Benz Research and Development India Private Limited(MBRDI), Bangalore.

We take this opportunity to extend a warm welcome to you for being part of MBRDI team, which is a 100% subsidiary of Mercedes-Benz Group AG and was incorporated in November 1996. MBRDI is a reliable and trusted partner, which helps Daimler business units and partner organizations to overcome their and development challenges.

The details of the internship program are as follows:

**Duration:**

The duration of your training will be from **March 7, 2022** to **May 31, 2022**.

**Compensation:**

You will receive **Rs.25,000.00/-** on or before the 5<sup>th</sup> of every month during your training period.

You will be entitled to use the canteen and transport facilities like all other employees as per the rules, deductions for which will be charged Rs. 3000/- per month.

**Joining Formalities:**

At the time of joining, please bring with you the copy of the following documents for perusal, along with the certified copies, for our records;

- Age Proof (SSC/School Leaving Certificate)
- Certificate(s) of educational qualifications (A certificate of the last examination passed by you is essential)
- Two recent passport size photographs

Regd. Office:

Whitefield Palms, Plot No. 10

EPIP Zone Phase 1, Whitefield Road

Bangalore - 560066

Phone +91 80 6149 5025

Fax +91 80 6149 9512

mbrdi\_corp@daimler.com

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CIN:U74110KA1996PTC0213



Mercedes-Benz

## Terms & Conditions:

The terms and conditions at Mercedes-Benz Research and Development India Private Limited (MBRDI) are as follows:

### 1. WORKING HOURS

- a. For Interns working in Bangalore : Monday to Friday – 7:15 A.M. to 4:30 P.M. with 15 min break for breakfast and 30 min break for lunch.
- b. For Interns working in Pune : Monday to Friday – 7:45 A.M. to 5:00 P.M. with 15 min break for breakfast and 30 min break for lunch.
- c. Depending on business requirements, interns can also be deployed in various shifts.
- d. In case of any emergency related to the discharge of duty, Intern is called to report even during non- working hours. If the intern is required to work on a weekend, prior approval from the respective reporting manager is needed.

### 2. LEAVE BENEFITS

The student trainees are entitled for twelve(12) days of non encashable leave per calendar year. All trainees proceeding on leave shall do so only after informing the management in writing. In addition to this they are not entitled for any other leaves.

### 3. FESTIVAL HOLIDAYS

Festival holidays are location specific and are declared and notified by the management.



## 4. CODE OF CONDUCT


A high standard of Code of Conduct is expected from all trainees and therefore, they are required to ensure that they do not give any cause for complaint against them during their association with the Company. If any behavior reflecting their attitude is questionable, then they are liable for disciplinary action as deemed fit.

During the course of their association with the Company, the trainees are required not to take up any employment in any form either directly or indirectly with any other trade or business/Industry and they are required to devote the whole of their time and attention to their duties assigned by the Company. They are required to observe and conform to such duties, directions and instructions as communicated by the Company and those in authority over them. It is their sole responsibility to understand the nature of duties and take initiatives to conform to such duties. Failure to execute duties/ tasks as required by the Company is liable for disciplinary action.

## 5. INTEGRITY CODE

The trainees are required to abide by the Integrity Code, Anti Bribery guidelines and other directives formulated from time to time by the Company which are applicable worldwide to all trainees at all levels and at all times. The trainees are required to familiarize themselves with all clauses, in letter and spirit, mentioned therein and commit to uphold the principles of honesty, fairness, loyalty at all times. Any violations to the above may result in disciplinary action up to and including discharge and legal proceedings.

Regd. Office:  
Whitefield Palms, Plot No. 10  
EPIP Zone Phase 1, Whitefield  
Road  
Bangalore - 560066  
Phone +91 80 6149 5025  
Fax +91 80 6149 9512

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## 6. DECLARATION

At the time of joining, the trainees are required to make a declaration in the prescribed form in accordance with the sub-section 2-A of Section 314 of the Companies Act, 1956, whether they are in any way related to or have business connections with any of the Directors of the Company. If any of their family members start any business and have business dealings with the Company, it would be obligatory on their part to keep the management informed about the same, immediately.

## 7. INTELLECTUAL PROPERTY RIGHTS

All products developed consequent upon the Research and Development Work in and for the Company is the sole property of the Company. As long as the trainees are on the rolls of the Company, they are required to strictly restrict themselves from using the patents, processes or any such information of the Company whether in part or whole.

The trainees are required to obtain a written permission from their Department Head for any material they need to publish or present in any form such as paper submission/ conference/ thesis/ presentation/ report. They are also required to return back all the material/s to the Company once they discontinue their services with the Company. The trainees are required not to keep or use anything that is related to the Company for any personal use.

## 8. CONFIDENTIALITY

The trainees are required to maintain total confidentiality of the knowledge they derive from each other and maintain the confidentiality in relation to information, data, business plans, work Inputs including source codes and development/ maintenance processes, belonging to the Company, any tools and methodologies which might be developed during the course of the work and deliverables of the Company, which belong to the Company. The trainees are required not to make copies or other reproductions of any of the materials, except as required for performance of the work under this agreement. On completion of work, the trainees are required to deliver all the materials in their custody, including copies or reproductions made by them under this provision.


## 9. TERMINATION OF SERVICE

The Company has the right to terminate the services of its trainees without notice or compensation at any time it desires so. The decision of the Company is full and final and is binding to all those associated with the company.

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www.mbrdi.co.in

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## 10. OTHERS

The trainees are also required to abide by terms and conditions in addition to those mentioned above, which are in force for the time being, or may be framed from time to time by the Company.

Thanking you,

Yours Sincerely,

Mercedes-Benz Research and Development India Private Limited



Rajaganapathy Rajendran  
Vice President – RD I/CEC



Mahesh Medhekar  
Vice President – Human Resources

Regd. Office:

Whitefield Palms, Plot No. 1

10

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## Offer Response

### Do Not E-Sign Until You Have Read The Above Offer

- ☒ Accept the offer  
☐ Refuse the offer

#### \*Full Name

R, Harini

#### \*User Name

Submit

Cancel

Contact

Provider

Legal Notice

Cookies

Privacy Statement



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# BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

**Date: 04/27/2022**

**Prabakaran Rajagopal**

**C10989723**

**4/5 Saravana Nagar, Viswasapuram Saravanampatti, Coimbatore-641035.**

**9384483015**

Dear **Prabakaran Rajagopal**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

**Job Profile - Advanced App Engineering Associate**

**Management Level - 12**

**Job Family Group - Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000 provided new joiner is employed with the company for minimum three months.

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

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

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

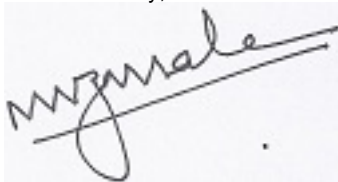
After accepting this Offer, we encourage you visit Countdown to the Company-

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on <https://indiacampus.accenture.com/myzone/accenture/auth/login>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale  
Senior Managing Director  
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

---

**Prabakaran Rajagopal**

## ANNEXURE I

### COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
<b>(A) Annual Fixed Compensation</b>	5,41,500/-
<b>(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)</b>	46,028/-
<b>Maximum Annual Total earning potential(A+B)</b>	5,87,528/-
<b>(C) Joining Bonus</b>	
<b>Joining Bonus (Refer to the section C)</b>	INR 50,000/-
<b>(D)# Additional Notional Benefits</b>	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 9,100/-
Notional Insurance Premium paid by Company	INR 11,600/-
<b>Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)</b>	<b>INR 658228/-</b>
<b>(E)##Additional Discretionary Reimbursements</b>	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
<b>(F)Optional opportunity to participate in the Employee Share Purchase Plan</b>	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares <b>at 15% discount on the fair market value</b>	INR 8,100/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

#### (A) Annual Fixed Compensation

Your annual fixed compensation is INR 5,41,500. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

#### (B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two



components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

### **(C) Joining Bonus**

You are also eligible for a joining bonus of INR 50,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

### **Note: For International Worker Only\***

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

### **Benefits applicable for current Company financial year:**

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

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. # (D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

# (D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

## (E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and may be updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation

assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

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

**From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.**

**GST Clause:**

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

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

**General Tax:**

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

## **ANNEXURE II**

### **Mandatory documentation at the time of onboarding:**

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required

by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.

Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

#### **ANNEXURE IV - DECLARATION**

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

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

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

ACKNOWLEDGED AND AGREED:

---

**Prabakaran Rajagopal**

Date:

Disclaimer

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# BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

**Date: 04/22/2022**

**Shruthi Krishna Kumar**

**C10955902**

**New no 352, Old no 659, Raja street, Coimbatore, Tamilnadu, 641001, India**

**9585126558**

Dear **Shruthi Krishna Kumar**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Centers, India, as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group - Software Engineering**



Please refer to:

- Annexure I for the compensation and benefits details.
- Annexure II for documentation to be submitted by you.
- Annexure III Terms of Employment
- Annexure IV-Declaration

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college , as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take both doses of the COVID-19 vaccine before onboarding, unless your second dose is due post onboarding, and in that circumstance the second dose should be taken within the government prescribed timelines.

Please note that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers. This document further enhances and details of the learning opportunities and terms of training / assessments that were previously mentioned in your Letter of Intent.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments.

Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000 provided new joiner is employed with the company for minimum three months.



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

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

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

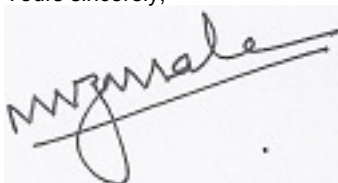
After accepting this Offer, we encourage you visit Countdown to the Company-

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on <https://indiacampus.accenture.com/myzone/accenture/auth/login>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale  
Senior Managing Director  
Lead, Advanced Technology Centers, India

ACKNOWLEDGED AND AGREED

---

**Shruthi Krishna Kumar**

## ANNEXURE I

### COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
<b>(A) Annual Fixed Compensation</b>	3,83,000/-
<b>(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)</b>	32,500/-
<b>Maximum Annual Total earning potential(A+B)</b>	4,15,500/-
<b>(C) Joining Bonus</b>	
<b>Joining Bonus (Refer to the section C)</b>	INR 25,000/-
<b>(D)# Additional Notional Benefits</b>	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 6,400/-
Notional Insurance Premium paid by Company	INR 11,400/-
<b>Annual Total Earning Potential + Additional Notional Benefits (A+B+C+D)</b>	<b>INR 458300/-</b>
<b>(E)##Additional Discretionary Reimbursements</b>	
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)
<b>(F)Optional opportunity to participate in the Employee Share Purchase Plan</b>	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares <b>at 15% discount on the fair market value</b>	INR 5,700/- [discount opportunity with an optional investment of 10% of gross pay and no change in share price]

#### (A) Annual Fixed Compensation

Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

#### (B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of

the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

### **(C) Joining Bonus**

You are also eligible for a joining bonus of INR 25,000/- payable upon joining the organization and that will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

### **Note: For International Worker Only\***

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

### **Benefits applicable for current Company financial year:**

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

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000/-	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 7,05,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical:

a) Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plan allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR 5,00,000 under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

c) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. # (D) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit.

# (D) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at anytime at company's discretion.

## (E) Reimbursements would be approved as per the policies' terms & conditions. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

a) Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

In addition to the above, you will also be eligible for the following benefits:

- One time relocation allowance subject to a maximum of INR 2500.00/- on submission of actual supporting as per policy.
- Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to

leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

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

**From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.**

**GST Clause:**

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

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

**General Tax:**

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

## **ANNEXURE II**

### **Mandatory documentation at the time of onboarding:**

1. Two copies of your recent passport size photographs.
  2. Original marksheet of all semester (PG/UG).
  3. Original provisional degree certificate or convocation degree certificate.
  4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
  5. Copy of Degree/PG/Diploma (as applicable) certificates.
  6. Passport copy, if available (if not please apply immediately).
  7. Pan Card
  8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.
- Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

#### **ANNEXURE IV - DECLARATION**

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

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

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

ACKNOWLEDGED AND AGREED:

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**Shruthi Krishna Kumar**

Date:

Disclaimer

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## Letter of Intent (LOI)

**Superset ID: 1189450**

**November 02, 2021**

**Dear Abelah P,**

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. You are also eligible for an One-time Skill Bonus\* of **INR 25,000/-**. The detailed information on compensation and benefits will be provided in your Offer Letter.

**\*One-time Skill Bonus** will be based on the technical competency demonstrated thru skill based assessment, Interview and GenC Training post joining/Internship.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

**Maya Sreekumar**

**Vice President - Human Resources**



## Letter of Intent (LOI)

**Superset ID: 1191487**

**November 02, 2021**

**Dear Abitha V,**

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

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Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

**Maya Sreekumar**

**Vice President - Human Resources**



## Letter of Intent (LOI)

**Superset ID: 1191004**

**November 02, 2021**

**Dear Anbarasu G,**

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

**Maya Sreekumar**

**Vice President - Human Resources**



## Letter of Intent (LOI)

**Superset ID: 1190077**

**November 02, 2021**

**Dear Anirudh Ramesh,**

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. You are also eligible for an One-time Skill Bonus\* of **INR 25,000/-**. The detailed information on compensation and benefits will be provided in your Offer Letter.

**\*One-time Skill Bonus** will be based on the technical competency demonstrated thru skill based assessment, Interview and GenC Training post joining/Internship.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

**Maya Sreekumar**

**Vice President - Human Resources**



## INTERNSHIP LETTER

To,  
**Mr. Vignesh S,**

Date: **14 June 2022**

Dear **Vignesh,**

Odessa Solutions Private Limited (hereinafter "the Company/Odessa") is pleased to extend you an internship opportunity as "**Software Engineer-Intern**" before completion of your academics under the following terms:

1. **Start date: 01 August 2022.** The company shall have the right, but not the obligation, to advance or extend the mutually agreed start date as per this letter.
2. **Stipend:** Your stipend during your internship shall be **Rs. 30,000/- (Rupees Thirty Thousand Only)** per month.
3. **Termination of Internship:** During the Internship Period, you and the Company shall both have the right to unilaterally terminate your internship upon providing 90 day's prior written notice or payment in lieu thereof, subject to applicable law. However, upon your notice of termination to Company, Company at its sole discretion, reserves its right to accept your resignation and relieve you immediately or earlier, without any stipend in lieu of notice period or pro-rated stipend for the balance notice period.

We look forward to a long and mutually beneficial association. Kindly sign a copy of this Agreement as a token of acceptance to the above-mentioned terms and return to us.

For, **Odessa Solutions Private Limited**

**Dishank Raj**  
VP, Talent Management

I confirm that I have read, understood and agree with the matters set out above, and that I accept the above terms and conditions of internship and shall join on or before **01 August 2022**.

Accepted: **Vignesh S**

Signature:

Date: 15-06-2022

HRD/FINALSEMTRG/2022/1003586172



January 31, 2022

Kishore M.

Dear Kishore,

This is in reference to the Internship Program ('Program' hereinafter) offered to you by Infosys Limited ('Infosys' hereinafter), a corporation incorporated and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India, in accordance with the terms of the Internship Agreement executed between you and Infosys on [date]. The details of the Program are as follows:

1. Program Date : **February 7, 2022**
2. Duration of the program : **13 Weeks**
3. Mode of Internship : **Online or at the Company's premises at Mysore**

Infosys at its sole discretion permits you to work remotely during the Program, till further notice. The Company does not expect you to work from office for the foreseeable future. You may continue to work remotely unless there are business requirements, including changes in the applicable law, in which case, you will be provided 30 (Thirty) calendar days' notice to return to office. As such, should you be asked to return to work, you agree that it will not be considered a modification to your working conditions.

You will be entitled to get a **Stipend of Rs. 10,000/- (Rupees Ten Thousand Only) per month** during the Program. You would also be covered under the Personal Accident Insurance and Hospitalization Insurance Policy of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Intern's obligations as per the Internship Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys's confidential and proprietary information. Infosys disclaims all liability and responsibility for acts and/or omissions by you that are in violation of any of the applicable laws, governmental orders, guidelines, rules, ordinances, or regulations that are in force at the applicable time

Please note that the Internship Agreement may be terminated by Infosys in accordance with Clause 6 of the Internship Agreement.

Please sign this letter, the Internship Agreement and the undertakings, attached herewith and send across a scanned copy of the same to [Infosys\\_LPCampus@infosys.com](mailto:Infosys_LPCampus@infosys.com) before 07<sup>th</sup> February 2022. You are also required to send the signed hard copy of this letter, the Internship Agreement, and the attached undertakings to Infosys's office at Electronics City, Hosur Road, Bangalore 560 100, India before 14<sup>th</sup> February 2022

You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,  
Yours sincerely,

A handwritten signature in black ink, appearing to read 'Richard Lobo', with a long horizontal stroke extending to the right.

**RICHARD LOBO**

**EVP and Head Human Resources – Infosys Limited**



Dear Kishore,

We would like to ensure that you are updated on a few things in order to ensure that your Internship Program with Infosys is productive and enjoyable.

You will be required to login to WebEx on the day of your joining. The details of WebEx meeting will be shared with you shortly over e-mail.

You are required to work from Monday through Friday as per the regular working hours of Infosys which will be communicated to you at the time of joining.

At the end of the Program, you will be required to make a presentation on an assigned project topic and submit a copy of your project report to your Project Mentor.

**UNDERTAKING**

I, KISHORE.M., do hereby agree to abide by the policies, rules and regulations governing employees of Infosys in their conduct as has been specified to me in the Internship Agreement. I acknowledge and agree that Infosys has no liability and responsibility for all acts and/or omissions by me that are in violation of any of the applicable laws, governmental orders, guidelines, rules, ordinances, or regulations that are in force during the period of the Program.

Signature : M. Kishore.

Name : KISHORE.M

Date : 01.02.2022.

**INTERNSHIP AGREEMENT**

This Agreement is made as of 07.02.2022 (“**Effective Date**” hereinafter) between Infosys Limited, a corporation incorporated and existing under the laws of India and having its primary place of business at 44 Electronics City, Hosur Road, Bangalore 560 100, India and its Affiliates (“**Infosys**”/Company hereinafter) represented by [name of person, designation]

AND

KISHORE M. (“**Intern**” hereinafter), Son/Daughter of MURUGESAN P, and a permanent resident of 500/E3 Sethupathy Nagar Thiruppuranam, Sivagangai (District).  
Pincode : 630611.

**WHEREAS** Infosys is a reputed Indian company operating globally and engaged in the business of development of solutions for Information Technologies & the Information Technologies Enabled Services sector; and

**WHEREAS** the Intern is desirous of interning with Infosys and receiving formal, effective, technical and practical training from Infosys enabling him/her to independently function as a competent professional of the Information Technology sector (“**Program**” hereinafter) after completing his/her graduation course and thereby becoming commercially viable to any organisation that he/she wishes to join by meeting the business needs, parameters, standards and efficiency levels required by the organization.

**WHEREAS** the Intern is aware that the Program would comprise of courses, modules, prescribed programs by Infosys which involves the expenditure of substantial sums of money by Infosys in the form of substantial costs, expenses, man hours spent in imparting the training (“**Fees**” hereinafter); and

**NOW THEREFORE**, for and in consideration of the mutual agreements and covenants hereafter set forth, the parties hereto agree as follows:

**1. DEFINITIONS:**

- 1.1 “Affiliate” of Infosys shall mean a person or entity directly or indirectly controlling, controlled by, or under common control with Infosys. “Control” for the purposes of this clause shall mean with respect to any person or entity, the right to exercise or cause the exercise of at least fifty per cent (50%) or more of the voting rights in such person or entity.
- 1.2 “Agreement” shall mean this Internship Agreement which has been executed by and between Infosys and the Intern.

- 1.3 “College Authorities” shall mean and include the Principal and/or Registrar and/or any other designated personnel of SRI RAHAKRISHNA ENGINEERING COLLEGE COIMBATORE (“College” hereinafter) who are authorized to issue permission(s) to the Intern to participate in the Program.
- 1.4 “Confidential Information” shall include, but is not limited to (i) all forms of information provided to the Intern as per the prescribed module or otherwise, during the Program; and (ii) includes trade secrets or other information relating to the affairs, finances, business practices, clients, connections or business plans of the Infosys to which the Intern gains access in the duration of the Program, but does not include information or knowledge which has come into the public domain.
- 1.5 “Employee Handbook” shall mean the Employee Handbook, which is applicable to all the employees of Infosys.
- 1.6 “Fees” shall include the meaning ascribed to it in Clause 3.1.
- 1.7 “Misconduct” shall, for the purpose of this Agreement, would have the same meaning ascribed to it in the Employee Handbook of Infosys.
- 1.8 “Project” shall mean the mandatory final semester College project work as part of his/her curriculum in his/her College.
- 1.9 “Program” shall include the meaning ascribed to it in Clause 2.

## **2. PROGRAM:**

- 2.1 The Program would commence from **February 7, 2022**
- 2.2 The Program would be conducted online or at the Infosys premises at Mysore and such information shall be provided to you separately by authorized Infosys personnel.
- 2.3 The Program would comprise of a technical project(s) where the Intern would be allocated to a team mentored by project managers and programmer analysts of Infosys.
- 2.4 The Program may require the Intern to work with the latest tools, technologies and frameworks used in and by Infosys and/or used in the Information Technology sector globally.
- 2.5 The Program may require the Intern to undergo the entry level training program.

- 2.6 The Program will require the Intern to be assessed on his soft skills by relevant personnel designated by Infosys.

### **3. FEES**

- 3.1 The Fees for the Program imparted to the Intern would be an amount of INR 25,000/- (Rupees Twenty-Five Thousand only).

- 3.2 The Intern agrees that he/she shall be liable to pay Infosys the Fees and all costs and expenses incurred in or connected with training as stipulated in clause 3.1 of this Agreement, in the event of

3.2.1 Not joining Infosys as an employee after an Offer of employment has been extended by Infosys to the Intern, if so extended by Infosys; or

3.2.2 The Intern has become ineligible for employment by Infosys due to non-fulfillment of the terms and conditions of the Offer Letter.

### **4. INFOSYS' OBLIGATIONS**

- 4.1 Infosys shall ensure that the Intern is given every possible opportunity to complete his/her Project during the course of the Program.

- 4.2 For the above-mentioned completion of the Intern's Project, Infosys shall allow the Intern extensive use of the facilities which were ordinarily available to the Intern during the Program.

### **5. INTERN'S OBLIGATIONS**

- 5.1 The Intern, during the course of the Program needs to be present in the territory of India.

- 5.2 The Intern, during the course of the Program, would have to follow certain rules and regulations and certain company policies of Infosys that would normally be applicable to any other employee of Infosys, including but not limited to the Code of Conduct and Ethics and any other policies and agreements pertaining to confidentiality and intellectual property rights protection.

- 5.3 The Intern shall attend the full duration of the Program and shall be granted leave of absence at the sole discretion of Infosys.

- 5.4 The Intern shall faithfully and diligently undergo and imbibe the Program strictly in a manner prescribed by Infosys.

- 5.5 The Intern shall not commit any act(s) of Misconduct, indiscipline, refusal to obey orders or any other act(s) which impedes the process of the Program.

- 5.6 The Intern shall not disclose any Confidential Information to any party without the prior written approval of Infosys. Notwithstanding the above, the obligations of this Clause will remain inoperative as against you if the Confidential Information is (i) known to the public, through no act or failure to act on your part; (ii) authorized for dissemination to others by the Company without restrictions on disclosure; (iii) legitimately received from a third party without restrictions on disclosure in favor of the Company; (iv) generally made available to third parties by the Company without restrictions on disclosure, or (v) required to be disclosed by law or court order, provided that you will take reasonable steps to give the Company sufficient prior written notice and opportunity to contest such request, requirement or orders. If you have any questions as to what comprises such confidential information, please consult your designated project manager.
- 5.7 The Intern accepts that Infosys shall be the sole owner of any and all intellectual property rights, including copyright, trademark, etc. and any equivalent and all attendant rights in relation to any report, research, article, publication, work product, software, technical project, techniques, formulas, data, etc. that you would have made and created as part of and during the course of the Program.
- 5.8 The Intern shall undertake utmost care in maintaining and protecting the assets and intellectual property of the Company, including but not limited to the laptop, software, hardware, files (stored in whatever medium) etc., that the Intern may have access to by virtue of his engagement with Infosys or that may be provided to the Intern by Infosys from time to time, for his/her use.
- 5.9 Notwithstanding any other provision of this Agreement, the Intern shall be required to follow a 5 (five) day working week as part of the Program.

## **6. TERMINATION BY INFOSYS**

- 6.1 Infosys has the right to terminate this Agreement at any point of time if the Intern is found to commit an act of Misconduct in accordance with the Company's rules and policies is found to have been engaging in any exam malpractices or unfair means to clear any comprehensive examinations or complete their education during the course of the program.
- 6.2 Infosys has the right to terminate this Agreement with immediate effect at its own discretion without assigning any cause or reason thereof.
- 6.3 Infosys has the right to terminate this Agreement with immediate effect if the Intern is found to disclose any Confidential Information to any party without its prior written approval to the same.
- 6.4 Infosys has the right to terminate this Agreement with immediate effect if the Intern is not present in the territory of India at any point during the duration of the Program.
- 6.5 Any intimation of termination of this Agreement by Infosys shall be in writing and shall be signed by a manager/officer of Infosys generally or specifically authorized in that behalf and shall be issued to the Intern concerned

- 6.6 Termination of this Agreement under the aforementioned clauses by Infosys would be without prejudice to the Company's right to claim damages suffered on account of such breach or any other relief to which the Company may be entitled to under the contract, law or equity.

## **7. CONSEQUENCES OF TERMINATION**

Upon termination of this Agreement, the Intern shall be obliged to:

- 7.1 Return all tangible forms of Confidential Information to Infosys.
- 7.2 Return any of the tangible equipment and/or assets in the same condition as provided to the Intern during the course of the Program.

## **8. REPRESENTATIONS, WARRANTIES AND INDEMNITIES:**

- 8.1 The Intern fully understands the implications and obligations contained in this Agreement and have no objection(s) thereto. The Intern represents that he/she has acquired all relevant/requisite permission(s) from College Authorities in order to participate in this Program and that the College Authorities fully understand the implication(s) of this Agreement and have no objection(s) thereto:
- 8.2 The Intern shall use his/her best endeavors to complete his/her Project and in the event of him/her not completing the Project, shall not hold Infosys liable thereto.
- 8.3 Indemnity: The Intern shall always hold harmless Infosys, its officers, employers, employees, agents, representatives and contractors from and against any and all lawful consequences of any loss, damage, costs, penalties, fines, claims, expenses or liabilities arising out of or resulting from negligence, Misconduct, misfeasance or any improper/illegal action of the Intern or any breach of the aforementioned representations and warranties.

## **9. INTERN STATUS**

- 9.1 Notwithstanding anything contained herein, this Agreement is not intended and shall not be construed as an offer of employment from Infosys.
- 9.2 During the Program, you will remain a student of your College. This offer of Internship is not to be construed as, and does not constitute, an offer of employment in the Company. Please note that your participation in the Program with Infosys is not guarantee of an offer of employment with Infosys.

## **10. GENERAL PROVISIONS**

- 10.1 Non-Waiver and Amendment: No amendment, alteration, or modification, of this Agreement shall be binding unless made in writing and signed by both Infosys and Intern. The failure of either Infosys or Intern at any time or times to require performance of any provision hereof shall in no manner affect the right at a later time to enforce such provision.

- 10.2 Force Majeure: Neither party shall be liable to the other for any delay or failure to perform its obligations under this Agreement as a result of natural disasters, pandemics, epidemics, actions or decrees of governmental bodies, communication line failures not the fault of the affected party, or any other delay or failure which arises from causes beyond a party's reasonable control ("Force Majeure Event" hereinafter). If a Force Majeure Event arises, the party whose performance has been so affected shall immediately give notice to the other party and shall do everything reasonably possible to resume performance. Upon receipt of such notice, this Agreement shall be immediately suspended. If the period of nonperformance exceeds fifteen (15) days from the receipt of notice of the Force Majeure Event, the party whose ability to perform has not been so affected may by giving written notice, terminate this Agreement.
- 10.3 Assignment: The Intern shall not assign any of its rights or obligations under this Agreement. Any assignment in contravention of these terms and conditions shall be null and void.
- 10.4 Severability: If a court or an arbitrator of competent jurisdiction holds any provision of this Agreement to be illegal, unenforceable, or invalid in whole or in part for any reason, the validity and enforceability of the remaining provision, or portions of them, will not be affected.
- 10.5 Governing Law: This Agreement, and any dispute arising from the relationship between the parties to this Agreement, shall be governed by laws of India.
- 10.6 Any rule of construction to the effect that ambiguities are to be resolved against the drafting party shall not apply in interpreting this Agreement.
- 10.7 For the avoidance of doubt, this Agreement shall be effective only when signed by both parties.
- 10.8 Counterparts: This Agreement may be executed in any number of counterparts, each of which shall be an original, but all of which together shall constitute one instrument.
- 10.9 This Agreement, including any annexure attached hereto, sets forth the entire agreement and understanding of Infosys and the Intern with respect to the subject matter hereof, and supersedes all prior oral and written agreements, understandings, representations, conditions and all other communications relating thereto.
- 10.10 Headings: The section headings used in this Agreement are intended for convenience only and shall not be used in interpreting this Agreement or in determining any of the rights or obligations of the parties to this Agreement.



Yours truly,



**RICHARD LOBO**

**EVP and Head Human Resources – Infosys Limited**

Accepted:

M. Kishore.

[ Kishore M]

Date: 01.02.2022.