



**SRI JAGADGURU RENUKACHARYA COLLEGE OF SCIENCE,
ARTS AND COMMERCE**
RACE COURSE ROAD, BANGALORE-560009.
PLACEMENT CELL 2021-2022

Program : Career Guidance
Company : ICAI Bangalore Division
Resource person : C A Chinmay Hegde
Date : 27-12-2021
Beneficiaries :135

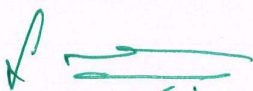
The Placement Cell helps students to prepare for suitable careers and has created many job opportunities for the current final year students. The cell conducts workshops and training programs on career orientation, higher studies options, self-employment and entrepreneurship management every year that make the students aware of educational and career choices. Experienced resource person's provides career counseling to students regularly.



Image: Lecture by Resource person

Career guidance was conducted in reference to the Chartered Accountant (CA) courses under the placement cell. C A Chinmay Hegde, the resource person provided necessary assistance and guidelines for students about pursuing Chartered Accountant (CA) course and he also explained details about the courses, opportunities for CA, roles and responsibility of chartered accountants.

135 Students got benefited from this program and were inspired to take up CA course in future.


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

List of the Participated Students

Sl.No.	Name of the Student	Class
1	NAVEEN KUMAR N	B.Com
2	RAHUL M P	B.Com
3	RAKSHITHA N	B.Com
4	RAVISHANKAR .H	B.Com
5	KEERTHANA .V	B.Com
6	SMITHA B	B.Com
7	GURUKIRAN J	B.Com
8	VARSHA G	B.Com
9	BHARATH .T	B.Com
10	NITHESH KUMAR .B	B.Com
11	SUNIL KUMAR B N	B.Com
12	ASHISH S K	B.Com
13	GIRISH M	B.Com
14	RAKSHITHA S	B.Com
15	DINESH KUMAR S	B.Com
16	ALLEN SUSAIRAJ N	B.Com
17	TARUN .J	B.Com
18	YESHWANTH GOWDA H N	B.Com
19	CHAITHRA G	B.Com
20	TRIVENI B V	B.Com
21	CHANDRA SHEKAR .A	B.Com
22	JEEVA R	B.Com
23	DHANANJAY .B	B.Com
24	KUMAR .V	B.Com
25	SHREYAS BHOBDE.B	B.Com
26	M. NETRAVATHI	B.Com
27	DARSHAN .M	B.Com
28	C. PRATAP KUMAR	B.Com
29	DEEPTI V	B.Com
30	UDAY KUMAR D K	B.Com
31	NAVEEN SHARMA .R	B.Com
32	NITHESH KANNAN .V	B.Com
33	DEEPAK .S	B.Com
34	PUNITH U	B.Com
35	AKASH M	B.Com
36	ASHA K.A.	B.Com
37	NAGENDRA R	B.Com
38	NANDA KISHORE .C	B.Com
39	VARSHA .N. ANGADI	B.Com
40	MITHUN S R	B.Com
41	THANUJA N	B.Com
42	BHARATH R	B.Com
43	DHARANGOWDA .Y. MALIPATIL	B.Com
44	ROHITH K N	B.Com
45	MOHITH RAJ J	B.Com
46	JAGADISH C	B.Com
47	HARSHAVARDHANA N L	B.Com

48	PUNITH V	B.Com
49	ANUSHA .A	B.Com
50	VIKAS K.C.	B.Com
51	BHAVANA V	B.Com
52	DEEPAK .A	B.Com
53	AISHWARYA .S	B.Com
54	HEMANTH .J	B.Com
55	MATHI K C	B.Com
56	VIGNESH .K	B.Com
57	LIDIYA R	B.Com
58	ANAND .S	B.Com
59	KEERTHANA B	B.Com
60	DINESH .S	B.Com
61	HARISH KUMAR .E	B.Com
62	BHUVAN KUMAR T N	B.Com
63	RAKSHITHA S	B.Com
64	SYED MAQDOOM FAIZAAN	B.Com
65	MANSOOR KHAN	B.Com
66	SUNIL Y PATHROTI	B.Com
67	SHIVAKUMAR H	B.Com
68	PRADEEP C	B.Com
69	ASHA BAI N	B.Com
70	DEEPASHREE B R	B.Com
71	GIRISH L	B.Com
72	ARAVIND V	B.Com
73	KIRAN THAPA	B.Com
74	MANOJ KUMAR K C	B.Com
75	VIGNESH P	B.Com
76	RAMYA T	B.Com
77	ROHITH L	B.Com
78	SURYA .N	B.Com
79	SATHISH KUMAR M	B.Com
80	AVINASH D	B.Com
81	KIRAN KUMAR N	B.Com
82	NANDAKUMARI R	B.Com
83	RAVI GAUR	B.Com
84	JOHNATHAN P	B.Com
85	MANJU D	B.Com
86	POOJASHREE .S	B.Com
87	SURAJ J	B.Com
88	SHIVAPRASAD .D	B.Com
89	SHIVA .M	B.Com
90	PRIYANKA A	B.Com
91	MAHESH N	B.Com
92	NITHIN S	B.Com
93	MOMITHA G	B.Com
94	NANDA KUMAR M	B.Com

95	RENUKAPRASAD .G	B.Com
96	VINAY B L	B.Com
97	KUMUDHA M	B.Com
98	ABHISHEK S PAWAR	B.Com
99	UDAYSHANKAR B	B.Com
100	GURURAJ B J	B.Com
101	VISAKH VIJAYAN	B.Com
102	DARSHAN M V	B.Com
103	ANUP SELVAM A	B.Com
104	MANOJ M	B.Com
105	KUSHAL M	B.Com
106	SURESH .S	B.Com
107	JAYANTH .K	B.Com
108	HRITHICK M	B.Com
109	JOHNSON .M	B.Com
110	SUMUKHA K B	B.Com
111	MANOJ .L	B.Com
112	PRUTHVIRAJ	B.Com
113	SANJAY KUMAR .H	B.Com
114	PRAJWAL M R	B.Com
115	SPOORTIII T N	B.Com
116	RAKEH .K	B.Com
117	NIHAR S K	B.Com
118	RATHINA PRIYA V	BBA
119	HARSHITHA R	BBA
120	SHAKTHI M	BBA
121	DILIP KUMAR B	BBA
122	GOPAL A	BBA
123	PRAVEEN S R	BBA
124	SIDDARTHA S	BBA
125	LOHITH J	BBA
126	SAHANA V	BBA
127	HANUMANTH N	BBA
128	DHANUSH KUMAR T	BBA
129	SATHVIK G SALIMATH	BBA
130	JAYANTH R	BBA
131	JYOTHI R	BBA
132	KIRANA KUMARA R	BBA
133	DUDDEBANDA SUDEEP	BBA
134	AISHWARIA R	BBA
135	NANDINI KOPATHI	BBA



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**SRI JAGADGURU RENUKACHARYA COLLEGE OF
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#9, Race Course Road, Bangalore - 560 009

Career Guidance and Placement Cell

Topic: Aptitude and Soft Skill Learning and Practice Session in Naxeed Portal

Date: 20/05/2022

Resource Person: Mr. Rahul and Ms. Tejashree (off line support)

No. of Students Registered: 206

No. of Students completed the Training Session: 181

Objective: To enhance student's ability in Aptitude knowledge.

Online aptitude training and test was conducted by Naxeva technology through their online portal 206 students registered and every week training was conducted online through their portal. Assessment was conducted in college computer lab. The training was divided in to 10 modules, for each module assessment was conducted and the scoring was posted in the whats app group. All the streams (Bsc,BA,Bcom,BBA and BCA) students were benefitted.

Outcome: Effective training and students got placed.




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SJR - Registered Student Details

Sl No.	Email ID	Student name	DOB	Registration No.	Phone No.	Gender	Department
1	asmakousarsjrcba2019@gmail.com	Asma kausar	2003-02-20	A1915603	7829444554	FEMALE	BA
2	bhouslekushi@gmail.com	Kushi Bhousle S	2002-06-19	A1915608	8722623951	FEMALE	BA
3	basavarajsrbca2019@gmail.com	BASAVARAJ TN	2002-05-27	A1915604	7204460985	MALE	BA
4	snehasjrcba2019@gmail.com	Sneha.S Sathyamurthy	2000-10-08	A1915616	8525011281	FEMALE	BA
5	mohangowda1932@gmail.com	Mohan G	2000-03-19	B1917808	9353864143	MALE	BBA
6	monukalakar6@gmail.com	Monika Rani M	2002-01-31	B1917809	9448694529	FEMALE	BBA
7	vk041414@gmail.com	V Vinay Kumar	2001-10-08	B1917818	7349465781	MALE	BBA
8	srisunilkumar17@gmail.com	Sunil Kumar S	2001-01-17	B1917816	9663685854	MALE	BBA
9	prashanth19122001@gmail.com	R prashanth	2001-12-19	B1917813	8296253151	MALE	BBA
10	Brahmaninaresh@gmail.com	Brahmani.v	2000-05-24	B1917804	7829901934	FEMALE	BBA
11	pss5411621@gmail.com	Pooja	2001-09-30	B1917810	6364050491	FEMALE	BBA
12	kushalsharma.d.s@gmail.com	Kushal Sharma	2000-06-20	B1917806	6361060286	MALE	BBA
13	rockezappu@gmail.com	Raghavendra	2000-03-23	B1817811	8296467607	MALE	BBA
14	priyamouni2001@gmail.com	Priya.V	2001-11-04	B1917812	9035591275	FEMALE	BBA
15	bhanu73386@gmail.com	Bhavana v	2001-03-18	C1930219	7338623642	FEMALE	BCom
16	chandra.shekar00123@gmail.com	Chandra Shekar A	2001-09-04	C1930224	7892221558	MALE	BCom
17	kumudhamkumu@gmail.com	Kumudha.m	2001-08-15	C1930253	7975389533	FEMALE	BCom
18	momslovelyboy@gmail.com	Pratap Kumar.c	2001-05-10	C1930221	9886545686	MALE	BCom
19	trivenibvtrivenibv77@gmail.com	TRIVENI BV	2001-06-07	C1930318	8217745792	FEMALE	BCom
20	ravigaurdixit@gmail.com	Ravi Gaur	2003-08-01	C1930293	9799887838	MALE	BCom
21	apriyanka90@gmail.com	Priyanka.A	2002-02-28	C1930284	8867945632	FEMALE	BCom
22	naga7483277032@gmail.com	Nagendra R	2001-07-21	C1930268	7483277032	MALE	BCom
23	kushalm2000@gmail.com	Kushal M	2000-11-16	9741958537	9741958537	MALE	BCom
24	shivu.lh1999@gmail.com	Shiva kumar H	1999-07-29	C1930301	6363414952	MALE	BCom
25	rakshithas64@gmail.com	Rakshitha.S	2001-12-25	20170844895	7204311684	FEMALE	BCom
26	suryaharry356@gmail.com	SURYA N	2000-10-14	C1930314	9620624714	MALE	BCom
27	sanjaykumar.h2323@gmail.com	Sanjay Kumar H	2000-04-03	C1930298	6364031277	MALE	BCom
28	avinashavi6211@gmail.com	Avinash D	2001-10-06	C1930216	9353230545	MALE	BCom
29	jeevajeeva29807@gmail.com	Jeeva R	2001-08-31	C1930245	7338077506	MALE	BCom
30	deeptisatish43@gmail.com	Deepti V	1998-08-30	C1930230	7483871343	FEMALE	BCom
31	manojmanu55250@gmail.com	Manoj Manu	2000-07-24	C1930260	7483586443	MALE	BCom
32	praveenrao033@gmail.com	Praveen kumar B	2000-08-03	C1930283	8867784033	MALE	BCom
33	lovelypunithpuni@gmail.com	Punith U	2002-03-16	C1930286	7022790328	MALE	BCom
34	johnathanred5@gmail.com	P Johnathan	2001-09-29	C1930246	7483125621	MALE	BCom
35	deepadixith1616@gmail.com	Deepashree B R	2001-06-16	C1930229	9108272320	FEMALE	BCom
36	anupselvam123@gmail.com	Anup Selvam	2000-08-31	C1930209	9353771223	MALE	BCom
37	suhassudi2001@gmail.com	Suhas A S	1999-08-27	C1917981	9035360228	MALE	BCom
38	Charlinaveen1240@gmail.com	Naveen S	2001-11-24	C1927023	9353217455	MALE	BCom
39	hemanthk2001@gmail.com	Hemanth j	2001-03-07	C1930241	8050655390	MALE	BCom
40	kirthanavi01@gmail.com	keerthana.V	2001-03-21	C1930249	8296169920	FEMALE	BCom

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42	georgejack683@gmail.com	Vignesh K	2001-03-14	C1930324	9.18124E+11	MALE	BCom
43	karthi.raju8123@gmail.com	Karthik Raj	2000-04-25	C1948601	8296317256	MALE	BCom
44	varsha16gnsv2001@gmail.com	Varsha G	2001-04-16	C1930321	9880107613	FEMALE	BCom
45	s.moumi7095@gmail.com	Momitha.G	2001-11-10	C1930267	9513018157	FEMALE	BCom
46	ramyat1558@gmail.com	RAMYA. T	2001-08-22	C1930292	9686731075	FEMALE	BCom
47	kiranswag2018@gmail.com	Kiran Kumar N	2001-05-25	C1930250	7892935309	MALE	BCom
48	Sunilsunisuni715@gmail.com	Sunil Kumar BN	2001-03-08	C1930310	9591046537	MALE	BCom
49	abhikishan2402@gmail.com	Abhishek	2001-04-26	C1930201	6362235953	MALE	BCom
50	ameenatharanumf@gmail.com	Ameena Tharanum F	2001-03-18	C1930207	7411615862	FEMALE	BCom
51	mohansunil934@gmail.com	Mohan U	1999-08-03	C1948604	9113650080	MALE	BCom
52	princessash2306@gmail.com	Asha Bai N	2002-01-23	C1930213	8431823850	FEMALE	BCom
53	arvindharvi7799@gmail.com	Arvindh v	2002-06-06	C1930211	8073709098	MALE	BCom
54	Rohithi1705@gmail.com	Rohith L	2002-01-11	8884270970	8884270970	MALE	BCom
55	nethravathi2000k@gmail.com	M. NETHRAVATHI	2000-11-26	C1930256	7259262339	FEMALE	BCom
56	syedmaqdoomfaizan2001@gmail.com	Syed Maqdoom Faizaan	2001-02-09	C1930315	9739450942	MALE	BCom
57	raahulprakash049@gmail.com	RAHUL M P	2001-02-26	C1930288	9108616042	MALE	BCom
58	dhananjaydhanu2410@gmail.com	Dhananjay	2000-03-24	C1930231	7337809964	MALE	BCom
59	bharathchik@gmail.com	Bharath T	2001-11-19	C1930218	7338496593	MALE	BCom
60	Naveengowda44932@gmail.com	Naveen Kumar	1999-11-10	C1830273	8310400927	MALE	BCom
61	nithin201001@gmail.com	Nithin s	2001-10-20	32201920	9880941103	MALE	BCom
62	dineshs397050@gmail.com	Dinesh S	2000-03-17	C1930233	7090159611	MALE	BCom
63	dirkarajthapa580@gmail.com	Kiran thapa	2001-02-18	C1930251	8431915487	MALE	BCom
64	shivacharfie007@gmail.com	Shivaprasad D	2001-10-29	C1930303	9740473449	MALE	BCom
65	maheshn80883@gmail.com	Mahesh N	2002-11-20	C1930257	8088315683	MALE	BCom
66	tanutanuja09268@gmail.com	Tanuja.N	2001-09-21	C1930317	9900105706	FEMALE	BCom
67	papuaishu28@gmail.com	Aishwarya	2000-04-19	C1930202	7406095966	FEMALE	BCom
68	naveenlord54@gmail.com	Naveen Kumar.n	2022-06-05	C1930273	7259905741	MALE	BCom
69	azaharhar6@gmail.com	MOHAMMED AZHARUDDIN	1998-01-16	CM203609	8123416198	MALE	BCom
70	massmithun46@gmail.com	MITHUN SR	2000-12-16	C1930264	9844286106	MALE	BCom
71	chethanguru04.2@gmail.com	B J gururaj	2000-07-04	C1930238	8197303955	MALE	BCom
72	hrithikrock377@gmail.com	Hrithik M	1999-07-30	C1930242	9739741672	MALE	BCom
73	lidiyami0308@gmail.com	Lidiya. R	2001-08-03	C1930255	8088523974	FEMALE	BCom
74	sathishkumar.m2420@gmail.com	Sathish Kumar m	2000-12-07	C1930299	9035372870	MALE	BCom
75	anuanua136@gmail.com	ANUSHA.A	2001-04-30	C1930210	6362598138	FEMALE	BCom
76	nandakashblr@gmail.com	Nanda Kumari.R	2001-07-23	C1930271	9986850118	FEMALE	BCom
77	deepakshankar0130@gmail.com	Deepak.s	2002-01-19	C1930228	7338410448	MALE	BCom
78	iamnawin07@gmail.com	Naveen H U	2000-03-07	C1930272	9148839511	MALE	BCom
79	akashpattu17@gmail.com	Akash M	1999-07-01	C1930204	8088012739	MALE	BCom
80	pradeepchandrashekar47@gmail.com	Pradeep c	2000-11-08	C1930281	8088237482	MALE	BCom
81	praveenkumar.p1802@gmail.com	Praveen Kumar.p	2001-02-18	C1830293	9538013185	MALE	BCom
82	gurukiran8431@gmail.com	GURUKIRAN J	2002-03-11	C1930237	9353587873	MALE	BCom
83	bnithesh38@gmail.com	NITESH KUMAR B	2000-02-26	C1930277	9620616543	MALE	BCom


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85	rakshithar800@gmail.com	Rakshitha. S	2001-05-14	C1930291	8431870910	FEMALE	BCom
86	positivpunith5@gmail.com	Punith.V	2001-07-25	C1930287	9380602543	MALE	BCom
87	mohithmohi1436@gmail.com	Mohith Raj J	2001-08-20	9916639747	9916639747	MALE	BCom
88	nitheshnithu805@gmail.com	Nithesh Nithu	2000-04-21	C1930276	7829366949	MALE	BCom
89	bharathberry221@gmail.com	Bharath R	1998-07-10	C1930217	8073567402	MALE	BCom
90	tarunreddy1004@gmail.com	Tarun j	2001-04-10	C1930316	8217896789	MALE	BCom
91	Pavan.vppv@gmail.com	Pavan v	2001-01-16	R1915019	9740870468	MALE	BCA
92	chethanmchethu503@gmail.com	Nithyashree m	2001-07-06	R1915018	8880481914	FEMALE	BCA
93	www.wolverinesjohn@gmail.com	Clarence Larkin V	2000-02-01	R1915003	8431798307	MALE	BCA
94	prajwallm969@gmail.com	Prajwal Lm	2001-07-24	R1915021	9731791687	MALE	BCA
95	gagan.rhry1@gmail.com	GAGAN DEEP	2001-09-28	R1915007	7760062252	MALE	BCA
96	nmanjunath195@gmail.com	MANJUNATHA N	2001-11-14	R1915013	9380141602	MALE	BCA
97	shankrappagr.1973@gmail.com	Pooja. S	2001-04-08	R1915020	8792103734	FEMALE	BCA
98	mohammedanees880@gmail.com	Mohammed Anees	1999-05-12	R1915015	7353988746	MALE	BCA
99	tarunanarajya777@gmail.com	Tarun S	2001-03-04	R1915033	6361039099	MALE	BCA
100	jeevavenkatesh2000@gmail.com	Jeeva V	2000-09-23	R1915011	9632634263	MALE	BCA
101	ranjithu926@gmail.com	Fanjith Kumar A	2000-11-04	R1915024	9019825871	MALE	BCA
102	vijay20010811@gmail.com	Vijay S	2001-08-11	R1915036	9916501586	MALE	BCA
103	gownisoni@gmail.com	gownisoni	2001-04-20	R1915009	8688059965	FEMALE	BCA
104	devayani02012002@gmail.com	M Devayani	2002-01-02	R1915005	7892638074	FEMALE	BCA
105	n.vaishnavivaishu1234@gmail.com	Vaishnavi N	2022-05-05	S1912814	7676588880	FEMALE	BSc
106	kokilaselvam42@gmail.com	Kokila s	2002-07-10	9894286471	8056988271	FEMALE	BSc
107	deepaomkar17@gmail.com	Deepa	2001-07-13	S1912803	6362449879	FEMALE	BSc
108	priyankadv118211@gmail.com	Priyanka DV	2000-03-24	S1912811	9113013954	FEMALE	BSc
109	shreegagana26@gmail.com	Gaganashree V T	2001-10-26	S1912804	6366035826	FEMALE	BSc
110	manohara.k.c@gmail.com	Manohar Yadav K C	2001-11-18	S1912807	8431614315	MALE	BSc
111	poornac9585@gmail.com	Poornachandra U bhat	2000-04-18	CM203612	6363542077	MALE	MCom
112	mangala80999@gmail.com	Mangala Shree.L.N	1999-09-08	CM203608	8310932357	FEMALE	MCom
113	sahanainchu1999@gmail.com	Sahana b n	1999-03-16	CM203615	8722384797	FEMALE	MCom
114	lavanyaammu7037@gmail.com	Lavanya.S	1998-11-03	CM203607	9731648529	FEMALE	MCom
115	lavanyaranganath08@gmail.com	Lavanya R	1998-10-01	CM203606	9964927493	FEMALE	MCom
116	phalgunagowda236@gmail.com	PHALGUNA P L	1999-06-23	CM203610	7483692464	FEMALE	MCom
117	varshakavya1999@gmail.com	Varsha s	1999-03-23	CM203621	7019087058	FEMALE	MCom
118	bharathkp8889@gmail.com	BHARATH KUMAR P	1999-06-05	CM203601	7337787253	MALE	MCom
119	sailakshmi.vj@gmail.com	SAILAKSHMI VJ	1999-07-09	CM203616	9663081546	FEMALE	MCom
120	smithabasavaraj99@gmail.com	Smitha B	1999-10-02	CM203619	9901635524	FEMALE	MCom
121	danu.gowda99@gmail.com	DHANUSH S	1999-02-08	CM203603	9206498515	MALE	MCom
122	acchusuman@gmail.com	Suman gowda	1999-06-05	CM203620	7892180547	MALE	MCom
123	haribti7349@gmail.com	Harisha.B.L	1996-02-15	CM203604	7349640090	MALE	MCom
124	girigowda067@gmail.com	Girish I	2000-01-01	C1930235	9986053694	MALE	BCom
125	dineshkumarblr2121@gmail.com	Dinesh Kumar s	2000-01-01	C1930234	9964821494	MALE	BCom
126	kumarprajwal620@gmail.com	PRAJWAL M.R	2000-01-01	C1930282	9882837222	MALE	BCom


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This is to certify that **Mr./Ms. Asma kausar**, Sixth Semester B.A student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Kushi Bhousele S**, Sixth Semester B.A student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. BASAVARAJ TN**, Sixth Semester B.A student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Sneha.S Sathyamurthy**, Sixth Semester B.A student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Monika Rani M**, Sixth Semester B.B.A student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. V Vinay Kumar**, Sixth Semester B.B.A student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Sunil Kumar S**, Sixth Semester B.B.A student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. R prashanth**, Sixth Semester B.B.A student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Pooja**, Sixth Semester B.B.A student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd.**

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This is to certify that **Mr./Ms. Kushal Sharma**, Sixth Semester B.B.A student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Priya.V**, Sixth Semester B.B.A student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Bhavana v**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Chandra Shekar A**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Kumudha.m**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that Mr./Ms. Pratap Kumar.c, Sixth Semester B.Com student of Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by Naxevea Technology Pvt Ltd.

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This is to certify that **Mr./Ms. TRIVENI BV**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd.**

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This is to certify that **Mr./Ms. Ravi Gaur**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd.**

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This is to certify that **Mr./Ms. Priyanka.A**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Kushal M**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Shiva kumar H**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Rakshitha.S**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Sanjay Kumar H**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Avinash D**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Jeeva R**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Manoj Manu**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Praveen kumar B**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Deepashree B R**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Anup Selvam**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Suhas A S**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Naveen S**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

Vincent W. D'souza

GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.

Dr.S.Kanthraju

PRINCIPAL



CERTIFICATE OF COMPLETION

Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Hemanth j**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. keerthana.V**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Johnson**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Vignesh K**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Karthik Raj**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Varsha G**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Momitha.G**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. RAMYA. T**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Kiran Kumar N**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Sunil Kumar BN**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Abhishek**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd.**

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Ameena Tharanum F**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Mohan U**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Asha Bai N**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Arvinth v**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Rohith L**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. M. NETHRAVATHI**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. RAHUL M P**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Dhananjay**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Bharath T**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Naveen Kumar**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Nithin s**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Dinesh S**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Tanuja.N**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Aishwarya**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd.**

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This is to certify that **Mr./Ms. Naveen Kumar.n**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. MITHUN SR**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Lidiya. R**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Sathish Kumar m**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. ANUSHA.A**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Nanda Kumari.R**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Deepak.s**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Naveen H U**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Akash M**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Pradeep c**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Praveen Kumar.p**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Dr.S.Kanthraju

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This is to certify that **Mr./Ms. Nanda Kishore**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Rakshitha. S**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Punith.V**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Mohith Raj J**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Bharath R**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Tarun j**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Pavan v**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Nithyashree m**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Clarence Larkin V**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Prajwal Lm**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. GAGAN DEEP**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd.**

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This is to certify that **Mr./Ms. MANJUNATHAN**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Pooja. S**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Mohammed Anees**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Tarun S**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

A handwritten signature in black ink, appearing to read "Vincent W. D'souza".

Vincent W. D'souza

GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.

A handwritten signature in black ink, appearing to read "Dr. S. Kanthraju".

Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Jeeva V**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Ranjith Kumar A**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

Vincent W. D'souza

GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.

Dr.S.Kanthraju

PRINCIPAL

CERTIFICATE OF COMPLETION

Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Vijay S**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. gownisoni**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. M Devayani**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

Vincent W. D'souza

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Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Vaishnavi N**, Sixth Semester B.Sc student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

Vincent W. D'souza

GROUP DIRECTOR,
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Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Kokila S**, Sixth Semester B.Sc student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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GROUP DIRECTOR,
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Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Deepa**, Sixth Semester B.Sc student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Priyanka DV**, Sixth Semester B.Sc student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Gaganashree V T**, Sixth Semester B.Sc student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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GROUP DIRECTOR,
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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Manohar Yadav K C**, Sixth Semester B.Sc student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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GROUP DIRECTOR,
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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Poornachandra U bhat**, Sixth Semester M.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.



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GROUP DIRECTOR,
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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Mangala Shree.L.N**, Sixth Semester M.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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GROUP DIRECTOR,
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Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Sahana B N**, Sixth Semester M.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Lavanya.S**, Sixth Semester M.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Lavanya R**, Sixth Semester M.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. PHALGUNA P L**, Sixth Semester M.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Varsha S**, Sixth Semester M.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

A handwritten signature in black ink, appearing to be "Vincent W. D'souza".

Vincent W. D'souza

GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.

A handwritten signature in black ink, appearing to be "Dr.S.Kanthraju".

Dr.S.Kanthraju

PRINCIPAL

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. BHARATH KUMAR P**, Sixth Semester M.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. SAILAKSHMI VJ**, Sixth Semester M.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Smitha B**, Sixth Semester M.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. DHANUSH S**, Sixth Semester M.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Suman gowda**, Sixth Semester M.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Harisha.B.L**, Sixth Semester M.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Girish I**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Dinesh Kumar s**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that Mr./Ms. **PRAJWAL M.R**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Shreyas bhobde B**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Asha.K.A**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Pruthvi raj A**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Mathi K C**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd.**

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Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Yeshwanth gowda HN**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Bhuvan Kumar T N**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeva Technology Pvt Ltd**.



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NAXEVA TECHNOLOGY PVT. LTD.



Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Allen Susairaj N**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Harish Kumar.E**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Dr.S.Kanthraju

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This is to certify that **Mr./Ms. Naveen Sharma.R**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. HARSHAVARDHAN N.L**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Suraj .J**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. spoothi. T. N**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Naveen kumar R**, Sixth Semester B.Sc student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. B Gowthami Priya**, Sixth Semester B.Sc student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Nikhil B**, Sixth Semester B.Sc student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Vijayakumar M**, Sixth Semester B.Sc student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Aishwarya**, Sixth Semester BBA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Smitha J**, Sixth Semester BBA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Chidananda L**, Sixth Semester B.Sc student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Manjunath**, Sixth Semester B.Sc student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Akash K**, Sixth Semester B.A student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Divya A**, Sixth Semester B.A student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Tarun N R**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Ranjitha.n**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Syed Kashif**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Vadhiraj KV**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Girish MH**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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Dr.S.Kanthraju

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CERTIFICATE OF COMPLETION

Issue Date: 20 August 2022

This is to certify that Mr./Ms. SHASHANK N K, Sixth Semester BCA student of Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by Naxevea Technology Pvt Ltd.

Vincent W. D'souza

GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.

Dr.S.Kanthraju

PRINCIPAL

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Sandeep M Vaishnav**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Vinod Kumar g**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Shwetha T D**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Vinay s**, Sixth Semester B.Sc student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Shreyas Immanuel Quadras**, Sixth Semester B.Sc student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Raghu.S**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. ABHISHEK N**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Dr.S.Kanthraju

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This is to certify that **Mr./Ms. Sharan M**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Rakshitha H**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Yashaswini V N**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Rohit**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd.**

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GROUP DIRECTOR,
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Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Vijay Kumar M**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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GROUP DIRECTOR,
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Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Dharan Gowda y malipatil**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.



Vincent W. D'souza

GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.



Dr.S.Kanthraju

PRINCIPAL

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Uday kumar DK**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.

Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Girish M**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.

Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Smitha.B**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

Vincent W. D'souza

GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.

Dr.S.Kanthraju

PRINCIPAL

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Renuka prasad G**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

Vincent W. D'souza

GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.

Dr.S.Kanthraju

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CERTIFICATE OF COMPLETION

Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Darshan M V**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

Vincent W. D'souza

GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.

Dr.S.Kanthraju

PRINCIPAL

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Vinay BL**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

Vincent W. D'souza

GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.

Dr.S.Kanthraju

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CERTIFICATE OF COMPLETION

Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Deepak A**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

Vincent W. D'souza

GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.

Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Shiva M**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

Vincent W. D'souza

GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.

Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Vignesh P**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.

Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Manoj Kumar kc**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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GROUP DIRECTOR,
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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Anand.S**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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GROUP DIRECTOR,
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Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Jayanth**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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GROUP DIRECTOR,
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Dr.S.Kanthraju

PRINCIPAL



CERTIFICATE OF COMPLETION

Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Manuju D**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Manoj M**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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GROUP DIRECTOR,
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Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. ROHITH K. N**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. SUMUKH KB**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Shivaprasad G**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.

Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Mounika M Masthi**, Sixth Semester BA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.

Dr.S.Kanthraju

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CERTIFICATE OF COMPLETION

Issue Date: 20 August 2022

This is to certify that **Mr./Ms. sundar**, Sixth Semester B.B.A student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.

Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Pradeep RL**, Sixth Semester B.B.A student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

A handwritten signature in black ink, appearing to read "Vincent W. D'souza".

Vincent W. D'souza
GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.

A handwritten signature in black ink, appearing to read "Dr. S. Kanthraju".

Dr.S.Kanthraju
PRINCIPAL



CERTIFICATE OF COMPLETION

Issue Date: 20 August 2022

This is to certify that **Mr./Ms. S.chandruvasan**, Sixth Semester B.Sc student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

Vincent W. D'souza

GROUP DIRECTOR,
NAXEVA TECHNOLOGY PVT. LTD.

Dr.S.Kanthraju

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Poorna Chandram**, Sixth Semester M.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Vikas.kc**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Gagana R**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. ASHWIN D**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. NAGARJUNA G L**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Sneha R**, Sixth Semester BCA student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxeve Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Nithin gowda B S**, Sixth Semester B.A student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. SomaShekar N**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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Issue Date: 20 August 2022

This is to certify that **Mr./Ms. Mansoor khan**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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This is to certify that **Mr./Ms. Pooja shree.s**, Sixth Semester B.Com student of **Sri Jagadguru Renukacharya College of Science Arts and Commerce, Bangalore**, has completed 30 hours of the "Aptitude & Soft skills learning & practice session in Naxeed portal", conducted by **Naxevea Technology Pvt Ltd**.

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**SRI JAGADGURU RENUKACHARYA COLLEGE OF SCIENCE,
ARTS AND COMMERCE**
RACE COURSE ROAD, BANGALORE-560009.
PLACEMENT CELL 2021-2022

Program : Workshop on Leading is our Duty-gear up to start up
Resource person : Jc. T. Sai Ramana
Date : 27-05-2022
Time : 11.00 a.m.
Beneficiaries 50

Report on-Workshop on Leading is our Duty-gear up to start up

Department of commerce always looks ahead for providing various opportunities to students and for their progress, academically, professionally as well as individually. In this regard activities will be taken up by the department for the better applications in the future.

A Workshop for Final year B.com students was conducted on 27th May 2022 in association with ED Cell at 11:00 a.m. The Program was headed by the chief guest - Jc. T. Sai Ramana, Zonal consultant – management JCI (Junior Chamber International Hosur, Google), Dr S. Kantharaju – Principal and Dr. Rekha D M - Head of Commerce Department. Dr. Rekha D.M. welcomed the gathering. The resource person gave complete details of the topic and various insights regarding entrepreneurship as a career which will be helpful for the students. The major objective of the program was to make students familiar about start up. It was concluded by vote of thanks by Mrs. Rekha D.M.

Students were so enthusiastic to participate in the activities of the workshop and also were able to express their views.



Employment opportunities that are made available and how they student learnt themselves can create employment.


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

List of the Participated Students

Sl.No.	Name of the Student	Class
1	ALLEN SUSAIRAJ N	B.Com
2	TARUN .J	B.Com
3	YESHWANTH GOWDA H N	B.Com
4	CHAITHRA G	B.Com
5	TRIVENI B V	B.Com
6	CHANDRA SHEKAR .A	B.Com
7	JEEVA R	B.Com
8	DHANANJAY .B	B.Com
9	KUMAR .V	B.Com
10	SHREYAS BHOBDE.B	B.Com
11	M. NETRAVATHI	B.Com
12	DARSHAN .M	B.Com
13	C. PRATAP KUMAR	B.Com
14	NAVEEN SHARMA .R	B.Com
15	NITHESH KANNAN .V	B.Com
16	DEEPAK .S	B.Com
17	PUNITH U	B.Com
18	AKASH M	B.Com
19	ASHA K.A.	B.Com
20	NAVEEN KUMAR N	B.Com
21	RAHUL M P	B.Com
22	RAKSHITHA N	B.Com
23	RAVISHANKAR .H	B.Com
24	KEERTHANA .V	B.Com
25	SMITHA B	B.Com
26	GURUKIRAN J	B.Com
27	VARSHA G	B.Com
28	BHARATH .T	B.Com
29	SHIVA .M	B.Com
30	PRIYANKA A	B.Com
31	MAHESH N	B.Com
32	NITHIN S	B.Com
33	MOMITHA G	B.Com
34	NANDA KUMAR M	B.Com
35	RENUKAPRASAD .G	B.Com
36	VINAY B L	B.Com
37	KUMUDHA M	B.Com
38	ABHISHEK S PAWAR	B.Com
39	UDAYSHANKAR B	B.Com
40	SATHISH KUMAR M	B.Com
41	AVINASH D	B.Com

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of Science, Arts & Commerce
Bengaluru-560 009.**

42	KIRAN KUMAR N	B.Com
43	NANDAKUMARI R	B.Com
44	RAVI GAUR	B.Com
45	JOHNATHAN P	B.Com
46	MANJU D	B.Com
47	POOJASHREE .S	B.Com
48	SURAJ .J	B.Com
49	SHIVAPRASAD .D	B.Com
50	SHIVA .M	B.Com



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of Science, Arts & Commerce
Bengaluru-560 009.



**SRI JAGADGURU RENUKACHARYA COLLEGE OF SCIENCE,
ARTS AND COMMERCE**
RACE COURSE ROAD, BANGALORE-560009.
PLACEMENT CELL

Program : Five Days Pre-Placement Training
Date : 20-06-2022 to 24-06-2022
Time : 1.00 p.m. to 2.00 p.m.
Beneficiaries : 80
Report on - Five Days Pre-Placement Training

This workshop provided an insight into the skills, a student needs to pick up and the preparations one needs to make to transit smoothly into professional life and successfully work there. The transition from College to a corporate environment is a big adjustment for many graduates.

Expectations and responsibilities are part of the jobs in the workplace. There are unspoken nuances and social norms that many students are completely unaware of and adjusting to a professional environment can be extremely challenging. It is important that passed out students are prepared for the changes and ready to adapt in order to thrive in the professional world.

In this workshop, speakers from the Industry spoke on the various aspects of how the transition from Campus to Corporate i.e. professional life can be made smoother and what students need to do to increase their chances of employability in various sectors.

Outcome of the Program:

Immediate Implications in the context of Knowledge harnessing, to prepare today's students for tomorrow's workplace, Students got information about corporate culture.




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

List of the Participated Students

Sl.No.	Name of the Student	Class
1	AISHWARYA .S	B.Com
2	AKASH M	B.Com
3	ALLEN SUSAIRAJ N	B.Com
4	ANAND .S	B.Com
5	ANUSHA .A	B.Com
6	ARAVIND V	B.Com
7	ASHA BAI N	B.Com
8	ASHA K.A.	B.Com
9	ASHISH S K	B.Com
10	AVINASH D	B.Com
11	BHARATH .T	B.Com
12	BHARATH R	B.Com
13	BHAVANA V	B.Com
14	BHUVAN KUMAR T N	B.Com
15	C. PRATAP KUMAR	B.Com
16	CHAITHRA G	B.Com
17	CHANDRA SHEKAR .A	B.Com
18	DARSHAN .M	B.Com
19	DEEPAK .A	B.Com
20	DEEPAK .S	B.Com
21	DEEPASHREE B R	B.Com
22	DEEPTI V	B.Com
23	DHANANJAY .B	B.Com
24	DHARANGOWDA .Y. MALIPATIL	B.Com
25	DINESH .S	B.Com
26	DINESH KUMAR S	B.Com
27	GIRISH L	B.Com
28	GIRISH M	B.Com
29	GURUKIRAN J	B.Com
30	HARISH KUMAR .E	B.Com
31	HARSHAVARDHANA N L	B.Com
32	HEMANTH .J	B.Com
33	JAGADISH C	B.Com
34	JEEVA R	B.Com
35	KEERTHANA .V	B.Com
36	KEERTHANA B	B.Com
37	KIRAN THAPA	B.Com
38	KUMAR .V	B.Com
39	LIDIYA R	B.Com
40	M. NETRAVATHI	B.Com
41	MANOJ KUMAR K C	B.Com
42	MANSOOR KHAN	B.Com
43	MATHI K C	B.Com
44	MITHUN S R	B.Com
45	MOHITH RAJ J	B.Com
46	NAGENDRA R	B.Com
47	NANDA KISHORE .C	B.Com

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48	SIDDARTHA S	BBA
49	LOHITH J	BBA
50	SAHANA V	BBA
51	HANUMANTH N	BBA
52	DHANUSH KUMAR T	BBA
53	SATHVIK G SALIMATH	BBA
54	JAYANTH R	BBA
55	JYOTHI R	BBA
56	KIRANA KUMARA R	BBA
57	DUDDEBANDA SUDEEP	BBA
58	RAKSHITHA S	B.Com
59	RAMYA T	B.Com
60	VAISHNAVI .N	B.Sc
61	DEEPA .O	B.Sc
62	CHIDANANDA .L	B.Sc
63	AKHIL KUMAR C R	B.Sc
64	KOKILA .S	B.Sc
65	GAGANASHREE .V.T	B.Sc
66	MANJUNATH .H. HALASI	B.Sc
67	MANOHAR YADAV K C	B.Sc
68	NAVEEN KUMAR .R	B.Sc
69	PRIYANKA D V	B.Sc
70	NIKHIL B	B.Sc
71	VIJAYAKUMAR M	B.Sc
72	SHREYAS IMMANUEL QUADRAS	B.Sc
73	SURYA A	B.Sc
74	REKHA S	B.Sc
75	VINAY S	B.Sc
76	SNEHA .S	BA
77	DIVYA A	BA
78	KUSHI BHOUSLE .S	BA
79	ESHWARI	BA
80	BASAVARAJA T N	BA



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**SRI JAGADGURU RENUKACHARYA COLLEGE OF SCIENCE,
ARTS AND COMMERCE**
RACE COURSE ROAD, BANGALORE-560009.
PLACEMENT CELL 2021-2022

Program	: Mega Job Fair
No. of Companies Participated	: 28
No. of Students Participated	: 800
No. of Students shortlisted from our College	: 131
Date	: 28-06-2022
Time	: 9.30 a.m. to 5.00 p.m.
Report on-Mega Job fair 2021-2022	

Employment is the main focus for any country/society/college because just to give the best education or training to the students is not enough. The college has to provide platform to the students to implement & explore their skill in professional field. We believe that the responsibility of the institution is beyond providing the education to students, but to get them placed with flying colors. we organized “Mega Job Fair – 2022” in association with Magic Bus Foundation and Employment Exchange, Bengaluru in our campus on **28/06/2022 from 9.30 am – 5.00pm**. The Job fair was open to all students from different colleges.

800 students had registered for the event in both online and spot registration mode. Around 31 Technical and Non-Technical companies participated in the Mega Job Fair-2022.

The job fair was inaugurated by Secretary of SJRES, Principal and the representatives of the Magic Bus, Employment Exchange. After the inauguration – Magic Bus conducted a session for the candidates regarding interview process like Interview skills, resume preparation, personality development. After this program, students were guided and informed about the Jobs and then directed to the interview program.

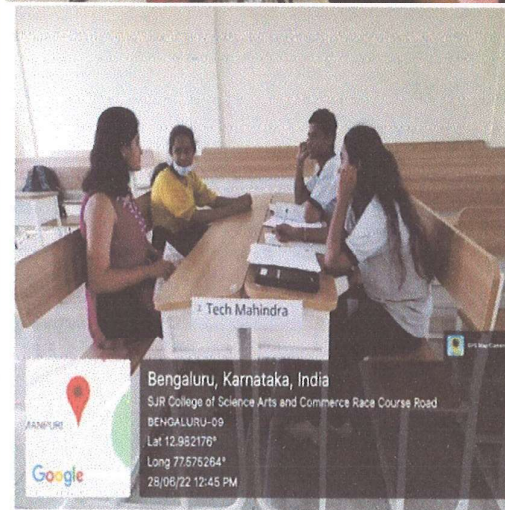
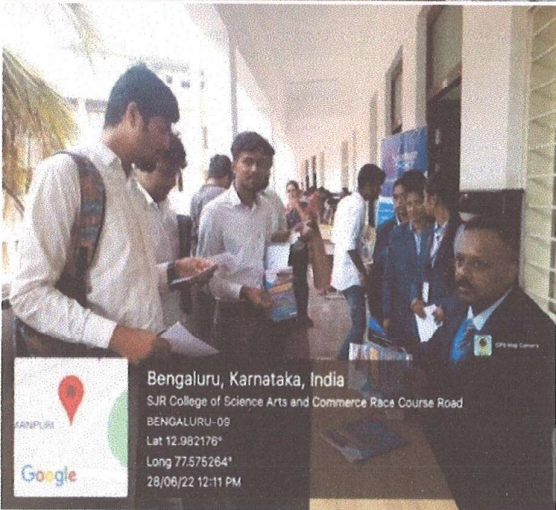
Appreciation Certificates was distributed by the Principal to all HR's for participating and making the jobfair a grand success.

Recruitment Process: College had provided all facilities to the companies for conducting their recruitment process. Class rooms were labeled and all the required arrangements were made. Volunteers were present during the entire process. The companies conducted aptitude test, Group Discussion, HR Round according to their requirement. The selection list was provided immediately and the offer letters were sent later.

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Bengaluru, Karnataka, India
XHJG+Q94, Racecourse, Gandhi Nagar, Bengaluru, Karnataka
560001, India
Lat 12.9819°
Long 77.576149°
28/06/22 09:59 AM



Bengaluru, Karnataka, India
SJR College of Science Arts and Commerce Race Course Road
BENGALURU-09
Lat 12.982176°
Long 77.575264°
28/06/22 12:11 PM



Bengaluru, Karnataka, India
SJR College of Science Arts and Commerce Race Course Road
BENGALURU-09
Lat 12.982176°
Long 77.575264°
28/06/22 12:45 PM

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Bengaluru-560 009.



1945

SRI JAGADGURU RENUKACHARYA College of Science, Arts and Commerce

NAAC Accredited Institution
#9, Race Course Road, Bengaluru – 560 009

An IQAC Initiative
Inauguration of

MEGA JOB FAIR – 2022

in association with
Magic Bus India Foundation
&
Employment Exchange, Bengaluru



Presided By:

Dr. Vedamurthy K. B.
President, SJRES

Chief Guest

Sri. Srinivasa K
Assistant Director, Sub Regional
Employment Exchange

Smt. Vijaya Lakshmi
Assistant Director, UEIGB.

Sri. Vishwanatha Hiremath
Vice-President, SJRES

Sri. Suresha K. M.
Vice-President, SJRES

Sri. Prabhudev Kalmath
Secretary, SJRES

Sri. Veerabhadraiah S R
Treasurer, SJRES

Smt. Kala Prakash
Project Manager
Magic Bus India foundation

Programme Co-ordinators

Sri.S. Uday
Employment Officer, PEE
Bangalore

Sri.Siddalingeswarappa
UTL TECHNOLOGIES PVT LTD,
Events Organazer.

Sri.Harishkumar M
Placement Officer,
SJR College of Science,
arts and Commerce

Sri. Hemanth Kumar K G
Placement Incharge
SJR College of Science
Arts and Commerce

Sri. Govinda Raju M R
Employment Officer, DEET

on Tuesday 28-06-2022 at Time: 09:00 am
Venue: Moot Court, SJRCL

All Are Cordially Invited

Lt. Dr. Kantharaju S
Principal, SJRC

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Companies Participated In Mega Job Fair 2021-22

SL. No	Company Names
1.	Infosys
2.	No Broker.com
3.	Spandana Bright Future
4.	Channel play
5.	24/7
6.	Alpine Ascent
7.	Team Lease
8.	Tech Mahindra
9.	Transformation Ai Connect
10.	ECPL
11.	Q Connect (Google / Titan / PWC)
12.	Ess Vee Recruitech
13.	Burman Hospitality Taco Bell
14.	HDB Financial
15.	Axis Bank
16.	Muthoot finance
17.	Apollo Pharmacy (A Unit of Apollo Pharmacies Limited)
18.	UTL TECHNOLOGIES LTD
19.	Calibehr
20.	Green Enabled IT Solutions Pvt. Ltd/ BluBirch
21.	SBI Life Insurance
22.	Kotak Life
23.	Star Market
24.	Vee Crew
25.	Drithi IT Solution
26.	Axis Bank
27.	Microland
28.	High Source


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List of SJRC Students Shortlisted in Job Fair

SL.No	List Of students attended Job Fair 2021-22
1	Vinay
2	Gagana
3	Kavya
4	Aishwarya
5	Tarun
6	Suhas
7	Mohammed
8	Nanda
9	Ameena
10	Priyanka
11	Gagandeep
12	Vinod Kumar
13	Jeeva
13	Ranjith Kumar
14	Pradeep
15	J Smitha
16	Kumudha. M
17	Tarun
18	Manjunatha
19	Clarence
20	Avinash
21	Deepa
22	Sundar
23	Sanjay Kumar
24	Johnathan
25	Anup
26	Pooja.S
27	Monika Rani M
28	Nagendra
29	Sunil Kumar
30	Dimple. R
31	Pooja
32	Raghavendra B
33	Tarun N R
34	Ashwitha B
35	Bhoomika.R
36	Chandana R
37	Clarence Larkin
38	Esha M K
39	Gagana R
40	Harshitha K M
41	Janani G S
42	Mohammed Anees
43	Pallavi
44	Priyadarshini.K
45	Rakshitha H
46	Rashmi T


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47	Sahana K
48	Shwetha S
49	Tejashwini A
50	Yashaswini.V
51	Anup Selvam
52	Johnathan P
53	Sanjay Kumar H
54	Kiran Kumar
55	Naveen S
56	Avinash D
57	Bharath T
58	Dhananjay B
59	Shreyas Bhobde
60	Manoj L
61	Mahesh N
62	Nithin S
63	Girish L
64	Shiva M
65	Allen Susairaj
66	Anusha A
67	Ravi Shankar H
68	Deepak S
69	Smitha B
70	Nethravathi M
71	Nandakumari
72	Nandakumar
73	Mansoor
74	Pradeep
75	Mohan
76	Karthik Raj
77	Suhas
78	Rakshitha
79	Naveen S
80	Avinashd
81	Varsha G
82	Triveni BV
83	Avinash D
84	Mansoor Khan
85	Sunil Y
86	Nithin S
87	Pradeep
88	Smitha B
89	Gagana
90	Vijaykumar


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91	Chandrashekhar
92	Avinash D
93	M Nethravathi
94	Momitha G
95	Rahul MP
96	Ramya T
97	Chandrashekar A
98	Punith V
99	Raghu S
100	Nanda Kishore C
101	Mohith Raj J
102	Spoorthi T N
103	Ravishankar H
104	Kushal M
105	Smitha. B
106	Kumudha M
107	Suhas A S
108	Nanda Kishore
109	Shiva.M
110	Nethravathi. M
111	Manjushree.A
112	Harshitha HS
113	Rahul M P
114	Deepak A
115	Dimple. R
116	Shaik Ahmad
117	Shivakumar C
118	Amabarish
119	Priyanka
120	Kavyashree
121	Ashma Koushar
122	Sneha S
123	Divya A
124	Kushi Bhousesle S
125	Eshawari
126	Basavaraju T N
127	Kokila S
128	Gaganashree V T
129	Manohar Yadav K C
130	Naveen Kumar R
131	Priyanka D V



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ARTS AND COMMERCE**
RACE COURSE ROAD, BANGALORE-560009.
PLACEMENT CELL 2021-2022

Program : One day workshop on government jobs
Resource person : Smt. Vijalakshmi
Assistant Director, UEIGB,
Employment Exchange, Bengaluru
Date : 26-07-2022
Time : 12.00 p.m.
Beneficiaries 80
Report on-One day workshop on government jobs

To make students aware of available Government Jobs, A Seminar on "Career Guidance for Government Jobs in association with Employment exchange Bengaluru, was organized for 5th Semester students.

Smt. Vijayalakshmi explained different type of Govt. Jobs available. She covered topic related to UPSC, KAS,SSC, GPSC,SDA, FDA, and other Govt. Exams including Bank Exam.

She gave information about the scholarships, training facilities given by government to the aspirants for writing government exams.

Outcome of the Program:

Students were happy for gaining knowledge about acquiring the government jobs.



Lecture delivering by resource person.

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List of the Participated Students

Sl.NO.	Name of the Student	Class
1	NAVEEN KUMAR N	B.COM
2	RAHUL M P	B.COM
3	RAKSHITHA N	B.COM
4	RAVISHANKAR .H	B.COM
5	KEERTHANA V	B.COM
6	SMITHA .B	B.COM
7	GURUKIRAN .J	B.COM
8	VARSHA G	B.COM
9	BHARATH .T	B.COM
10	NITHESH KUMAR .B	B.COM
11	SUNIL KUMAR B N	B.COM
12	ASHISH S K	B.COM
13	GIRISH M	B.COM
14	RAKSHITHA S	B.COM
15	DINESH KUMAR S	B.COM
16	ALLEN SUSAIRAJ N	B.COM
17	TRIVENI B V	B.COM
18	SYED MAQDOOM FAIZAAN	B.COM
19	MANSOOR KHAN	B.COM
20	SUNIL Y PATHROTI	B.COM
21	SHIVAKUMAR .H	B.COM
22	PRADEEP .C	B.COM
23	ASHA BAI .N	B.COM
24	DEEPASHREE B R	B.COM
25	GIRISH .L	B.COM
26	ARAVIND V	B.COM
27	KIRANTHAPA	B.COM
28	MANOJ KUMAR K C	B.COM
29	VIGNESH P	B.COM
30	SIDDIQ PASHA	B.COM
31	RAMYA T	B.COM
32	ROHITH L	B.COM
33	SURYA N	B.COM
34	SATHISH KUMAR M	B.COM
35	RANJITH KUMAR .A	BCA
36	RANJITHA N	BCA
37	ABHISHEK N	BCA
38	MOHAMMED ANEES	BCA
39	GAGANA R	BCA
40	SNEHA R	BCA
41	GOWNI SONI	BCA
42	SANDEEP M VAISHNAV	BCA
43	VIJAYKUMAR M	BCA
44	VIJAY S	BCA
45	SHARAN M	BCA
46	GIRISH M H	BCA
47	TARUN N R	BCA


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48	SHIVAPRASAD G	BCA
49	SWETHA T D	BCA
50	SHASHANK N K	BCA
51	GAGANDEEP H G	BCA
52	VADHIRAJA K V	BCA
53	MANJUNATHA N	BCA
54	CLARENCE LARKIN	BCA
55	NIKHIL B	B.SC
56	VIJAYAKUMAR M	B.SC
57	SHREYAS IMMANUEL QUADRAS	B.SC
58	SURYA A	B.SC
59	REKHA S	B.SC
60	VINAY S	B.SC
61	CHANDRU VASAN S	B.SC
62	VAISHNAVI .N	B.SC
63	DEEPA O	B.SC
64	MEGHANA H	B.SC
65	CHIDANANDA L	B.SC
66	AKHIL KUMAR C R	B.SC
67	KOKILA S	B.SC
68	GAGANASHREE V T	B.SC
69	MANJUNATH .H. HALASI	B.SC
70	MANOHAR YADAV K C	B.SC
71	NAVEEN KUMAR .R	B.SC
72	PRIYANKA D V	B.SC
73	PRIYA V	BBA
74	SMITHA J	BBA
75	AISHWARYA J	BBA
76	BRAHMANI V	BBA
77	MONIKA RANI .M	BBA
78	POOJA	BBA
79	KAVYA K C	BBA
80	R. PRASANTH	BBA



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**SRI JAGADGURU RENUKACHARYA COLLEGE
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#9, Race Course Road, Bangalore - 560 009**

**Placement Cell
Report on Employability Skills**

Title of the event: Workshop

Topic: Employability Skills

Date: 12/08/2022

Time: 09:30 a.m.

Resource Person: Ms. Tejashwini

Participants: Final year Students (64)

Objective: To develop Employability skills and corporate skills of students.

Our Institute has the vision of upbringing our students to such a higher level from where they should touch the success as fast as they can. For this the training and placement cell strives hard by developing the students not only in curriculum but also in different aspects such as communication skills, aptitude skills, technical skills, corporate skills etc. through different workshops, seminars, and training programs.

Placement Cell in Association with Naxeewa Solution conducted one day “ **Workshop on Employability Skills**” on 12th august 2022 for final year degree students. The main objective behind this training program was to develop Employability skills and corporate skills among of students.

Ms. Tejashwini from Naxeewa Solution, Bengaluru was invited as a resource person for workshop. This training program helped students to develop their communication skills, presentation skills, logical and listening skills ability. The academic education of the college makes the student technically very sound but the students are unable to think out of the box. A quality to think differently and innovatively is what most of the companies required. This workshop designed by “Naxeewa Solution” to achieve same ends, which makes the students perfect IT professionals. This program was an activity oriented and test based that tested the aptitude, spoken English, written English, articulation and situation reaction skills. This training acted as a confidence booster for the mental and emotional state of students. They are able to improve their creative and lateral thinking. In this workshop students were trained on different topics like:

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- SWOT Analysis/ Self-Assessment
- Communication skills
- Personality development
- Interview skills
- Interview types
- Group discussion
- Meditation
- How to handle emotions

This program was ended with a feedback session from students in which students shared their views and experience they got from this workshop. They thanked to institute for this wonderful session.



(Handwritten signature)

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Bengaluru-560 009.

List of Students participated in the workshop

Sl.NO	Student Name	Course
1.	Divya A	BA
2.	Mounika M Masthi	BA
3.	Akash K	BA
4.	Kushi Bhousele S	BA
5.	Asma kausar	BA
6.	V Vinay Kumar	BBA
7.	Aishwarya	BBA
8.	Smitha J	BBA
9.	Sunil Kumar S	BBA
10.	Monika Rani M	BBA
11.	Pooja	BBA
12.	Priya.V	BBA
13.	sundar	BBA
14.	Pradeep RL	BBA
15.	Raghavendra	BBA
16.	Kushal Sharma	BBA
17.	Brahmani.v	BBA
18.	R Prashanth	BBA
19.	Punith.V	BCom
20.	Rakshitha. S	BCom
21.	Nanda Kishore	BCom
22.	jagadish c	BCom
23.	GURUKIRAN J	BCom
24.	Praveen Kumar.p	BCom
25.	Kumar V	BCom
26.	Akash M	BCom
27.	Naveen H U	BCom
28.	Deepak.s	BCom
29.	ANUSHA.A	BCom
30.	Tarun j	BCom
31.	Dharan Gowda y malipatil	BCom
32.	Allen Susairaj N	BCom
33.	Hrithik M	BCom
34.	Shreyas Immanuel Quadras	BSc
35.	Gaganashree V T	BSc
36.	Priyanka DV	BSc
37.	Vaishnavi N	BSc
38.	Naveen kumar R	BSc
39.	B Gowthami Priya	BSc
40.	Nikhil B	BSc
41.	Vijayakumar M	BSc
42.	Manjunath	BSc
43.	Deepa	BSc
44.	S.chandruvasan	BSc



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45.	Pruthvi raj A	BCom
46.	Dinesh Kumar s	BCom
47.	PRAJWAL M.R	BCom
48.	Shreyas bhobde B	BCom
49.	Asha.K.A	BCom
50.	Mathi k c	BCom
51.	Ashish sk	BCom
52.	Kiran thapa	BCom
53.	Renuka prasad G	BCom
54.	Girish I	BCom
55.	Ravi Gaur	BCom
56.	Darshan M V	BCom
57.	Anand.s	BCom
58.	Jeeva R	BCom
59.	akash.b	BCom
60.	TRIVENI BV	BCom
61.	Punith U	BCom
62.	Pratap Kumar.c	BCom
63.	Manoj.M	BCom
64.	Rakshitha S	BCom



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SJR

Sri Jagadguru Renukacharya Education Society ®

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

Affiliated to Bengaluru City University & NAAC Accredited Institution

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

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

List of Students Placed - 2021-2022

Sl.No	Name of student placed	Program graduated from	Name of the employer	Pay package at appointment (In INR per annum)	Page No's
1	Kushal M 8th Cross, Govindaraj nagara, Vijayanagar. Phn. no.9741958537	B.Com	[24]7.ai,No 1/15th main,2nd Block,Govindaraj nagar,Maruthinagar, Bangalore	2.36L	5-10
2	Punith V #1/1 5th main, 2nd block, Govindaraja nagar, Bangalore. Phn. no. 7022790328	B.Com	[24]7.ai,No 1/15th main,2nd Block,Govindaraj nagar,Maruthinagar, Bangalore	2.36L	11-16
3	Spoorthi T N #77, 3rd Cross, Cholourpalya magadi road, Bangalore-560023. Phn. no. 7022790328	B.Com	[24]7.ai,No 1/15th main,2nd Block,Govindaraj nagar,Maruthinagar, Bangalore	2.36L	17-21
4	Chandrashekar A #104, 1st floor mr lane manavatthipet, Bangalore. Phn. no. 7892221558	B.Com	[24]7.ai,No 1/15th main,2nd Block,Govindaraj nagar,Maruthinagar, Bangalore	2.36L	22-27
5	Raghu S #54, Indiranagar 100 feet road, Dhoopanahalli, Bangalore. Phn. No. 907148127	B.Com	[24]7.ai,No 1/15th main,2nd Block,Govindaraj nagar,Maruthinagar, Bangalore	2.36L	28-33
6	Mohith Raj J #63, Bhakshi Garden, Cottonpet, Bangalore. Phn. No. 8150945188	B.Com	[24]7.ai,No 1/15th main,2nd Block,Govindaraj nagar,Maruthinagar, Bangalore	2.36L	34-39

7	NandaKishore C #89, TCM roan road, Bhakshi garden, cotton pet, Bangalore. Phn . No. 9113070953	B.Com	[24]7.ai,No 1/15th main,2nd Block,Govindaraj nagar,Maruthinagar, Bangalore	2.36L	40-44
8	Ravishankar H #86, 9th main, Ganesha Block, Nandhini Layout, Bangalore. Phn. No. 91164006139	B.Com	[24]7.ai,No 1/15th main,2nd Block,Govindaraj nagar,Maruthinagar, Bangalore	2.36L	45-50
9	Mr. Sheikh Ahamed #2201st Cross, Sampige Road, Near Water Purifier Tank, Bengaluru-560058, Karnataka. Ph: +91- 9008787254	BCA	TCS Computer Consultancy Ref: TCSL/DT20218740 721/ Hyderabad Infosys	1.90L 2.22L	51-63 64-71
10	Shiva Kumar C Location: Bangalore Email id: shivuarjun776@gmail.co m Mob no.: 8884318483	BCA	LUBO	2L	72-73
11	Mr.Sai Ambareesh #35, Viragonagar post near Milk society Katamnallur Bangalore-560049	BBA	Infosys	2.38L	74
12	Ms. Kavyashree A Bangalore	BBA	Infosys	2.38L	75
13	Rajendra Prasad S Magadi Road Bangalore	B.Com	Infosys	2.37L	76
14	Sumanth Devadiga	BCA	Infosys	2.2L	77-78
15	Manikant A jannu	B.Com	Infosys	2.2L	79-80
16	Shashidhar P	BCA	Zolo	2.7L	81
17	Kishore Kumar S	B.Com	Wipro	2.15L	82-85
18	Ramya R	B.Com	IBM	2.5L	86-87
19	Arun Kumar R	BCA	Wipro	1.85L	88-98



ESTD : 1945

SJR

Sri Jagadguru Renukacharya Education Society ®

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

Affiliated to Bengaluru City University & NAAC Accredited Institution

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

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

List of Students Placed - 2021-2022

Sl.No	Name of student placed	Program graduated from	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	Kushal M 8th Cross, Govindaraj nagara, Vijayanagar. Phn. no.9741958537	B.Com	[24]7.ai,No 1/15th main,2nd Block,Govindaraj nagar,Maruthinagar,Bangalore	2.36L
2	Punith V #1/1 5th main, 2nd block, Govindaraja nagar, Bangalore. Phn. no. 7022790328	B.Com	[24]7.ai,No 1/15th main,2nd Block,Govindaraj nagar,Maruthinagar,Bangalore	2.36L
3	Spoorthi T N #77, 3rd Cross, Choulourpalya magadi road, Bangalore-560023. Phn. no. 7022790328	B.Com	[24]7.ai,No 1/15th main,2nd Block,Govindaraj nagar,Maruthinagar,Bangalore	2.36L
4	Chandrashekar A #104, 1st floor mr lane manavatthipet, Bangalore. Phn. no. 7892221558	B.Com	[24]7.ai,No 1/15th main,2nd Block,Govindaraj nagar,Maruthinagar,Bangalore	2.36L
5	Raghu S #54, Indiranagar 100 feet road, Dhoopanahalli, Bangalore. Phn. No. 907148127	B.Com	[24]7.ai,No 1/15th main,2nd Block,Govindaraj nagar,Maruthinagar,Bangalore	2.36L
6	Mohith Raj J #63, Bhakshi Garden, Cottonpet, Bangalore. Phn. No. 8150945188	B.Com	[24]7.ai,No 1/15th main,2nd Block,Govindaraj nagar,Maruthinagar,Bangalore	2.36L



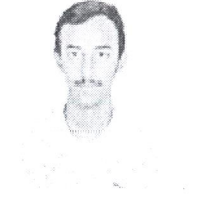
PRINCIPAL
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Bengaluru-560 009.

7	NandaKishore C #89, TCM roan road, Bhakshi garden, cotton pet, Bangalore. Phn . No. 9113070953	B.Com	[24]7.ai,No 1/15th main,2nd Block,Govindaraj nagar,Maruthinagar,Bangalore	2.36L
8	Ravishankar H #86, 9th main, Ganesha Block, Nandhini Layout, Bangalore. Phn. No. 91164006139	B.Com	[24]7.ai,No 1/15th main,2nd Block,Govindaraj nagar,Maruthinagar,Bangalore	2.36L
9	Mr. Sheikh Ahamed #2201st Cross, Sampige Road, Near Water Purifier Tank, Bengaluru-560058, Karnataka. Ph: +91- 9008787254	BCA	TCS Computer Consultancy Ref: TCSL/DT20218740721/ Hyderabad Infosys	1.90L 2.22L
10	Shiva Kumar C Location: Bangalore Email id: shivuarjun776@gmail.com Mob no.: 8884318483	BCA	LUBO	2L
11	Mr.Sai Ambareesh #35, Viragonagar post near Milk society Katamnallur Bangalore-560049	BBA	Infosys	2.38L
12	Ms. Kavyashree A Bangalore	BBA	Infosys	2.38L
13	Rajendra Prasad S Magadi Road Bangalore	B.Com	Infosys	2.37L
14	Sumanth Devadiga	BCA	Infosys	2.2L
15	Manikant A jannu	B.Com	Infosys	2.2L
16	Shashidhar P	BCA	Zolo	2.7L
17	Kishore Kumar S	B.Com	Wipro	2.15L
18	Ramya R	B.Com	IBM	2.5L
19	Arun Kumar R	BCA	Wipro	1.85L

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Bengaluru-560 009.

Date: 15-Nov-2022

Mr.Kushal M
Employee ID : 010104789
8th cross govindaraja nagara, Vijayanagar 560040
Bangalore



Dear **Kushal M**,

Sub: Letter of Appointment

We are pleased to offer you the position of **Advisor L1G1** at 247 Customer PVT.LTD, Prestige Tech Platina, Kadubeesanahalli, Marathalli Outer Ring Road, Bangalore, with effect from 31-Oct-2022 on the following terms and conditions:

1. Accountability

You will report to the **Voice & Accent Coach**.

2. Working Hours

You will be required to work eight hours a day and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed from time to time depending upon the exigencies of the business. As and when required by the Management, you shall work beyond the normal working hours and on your weekly off days and holidays, in accordance with the statutory provisions applicable.

3. Probation

You will be on Probation for a period of **12 month(s)** with effect from **31-Oct-2022**. In the event of your not being able to attain the standards required for confirmation of your services, this period of probation may be extended by the Management. On completion of the Probationary period to the satisfaction of the Management, the Management will confirm your appointment in writing. If you do not receive such a confirmation letter at the end of the Probationary period, you will continue to be on probation till you receive the confirmation letter from the Management or till your services are terminated. Your services are liable to be terminated by the Management at any time during your Probationary period, including the extended period of Probation, if any, without notice and without any payment or compensation in lieu of notice and without assigning any reason thereof.

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

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:01

Appointment Letter of 010104789 (Kushal M)

4. Remuneration

As attached in the Annexure I. Please read the Annexure II for other details. On joining the company, as a prerequisite, you need to undergo and successfully complete the Foundation Level Training and Process Level Training. In the event of your inability to pass the same, your services are liable to be discontinued. In the event of your services being discontinued before completion of Foundation Level Training (FLT) for any reason whatsoever, you shall not be entitled to any salary, allowances or benefits of any kind for the period you were undergoing FLT. For any unauthorized absenteeism during the FLE/PLE stage, your services are liable to be discontinued from the very next day. Only exception allowed is on medical grounds, provided the trainer is intimated in advance. In the event of such authorized absence exceeding more than two days, you will be required to restart the program from the beginning.

5. Duties

You shall perform such duties and observe and conform to such directions as may be assigned or communicated to you by the Management or such officers who are placed in authority over you. You will also be responsible for control and supervision of the employees working under you if any. The Management will be within its rights to allot you additional jobs within your department or any other department to which you cannot raise any objection.

6. Address

You will keep the Management informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the Management will be deemed to have been served on you.

7. Benefits

You will be eligible for the benefits of leave, Provident Fund and Gratuity when applicable and as per the rules of the company in force from time to time.

8. Transfer

You have been appointed as **Advisor L1G1** but are liable to be transferred at any time on a temporary or permanent basis from one job to another, from one department to another in the Company. The transfer will not deem to constitute a change in your conditions of service.

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:01

Appointment Letter of 010104789 (Kushal M)

9. Retirement

You will retire on attaining the age of 60 years.

10. Notice Period

During the Training Period (Foundation Level Training & Process Level Training) your services can be terminated by giving one day notice on either side. After successfully completing the training and on regular work, your notice period shall be for one Month on either side.

11. Service Rules

You shall abide and be bound by the company's Service Rules, as these Service Rules will form part of this contract of employment. You will also carry out and abide by any instruction, House Rules and Office Orders issued by the Management from time to time. Your appointment and continuation in service is subject to satisfactory verification of your credentials, testimonials, etc., and not having concealed any material information from us or having given false particulars in your application.

12. Minimum Period of Employment

The company will be investing substantially in you, through an elaborate period of training so as to skill you for the job. A minimum period of productive utilization of these skills is mandatory. You are therefore required to commit to a period of Six Months of service from the date of joining.

13. Employee Undertaking

You will be required to execute an Employee Undertaking, as a part of the terms and conditions of your employment with the company. Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment. We welcome you and we are confident that you will contribute in building 24/7 Customer into a world-class organization.

14. Work from Home Guidelines

Work from Home option will be provided at the sole discretion of the Employer subject to Business requirement.

In case Work from Home option is enabled for you, you will be required to ensure the security of all information that is liable to be accessed by any untrusted sources. You will need to follow the below guidelines at all times to minimize the risk of losing important information:

- Follow Clean Desk policy
- Ensure home Wi-Fi routers are established with unique passwords
- Lock your computer when not in use/when you are on break
- Be vigilant to Social Engineering attempts to secure yourself and the company
- Do not post any information from your computer on Social Media
- Periodically reset your system and application passwords as per password policy guidelines
- Attendance during WFH will be through TimeOn application
- Do not use official laptop/desktop to connect unauthorized device
- Do not access any unauthorized website access.

Signature Not Verified

SUSMITA MALIK

2024-11-15 23:01

[24]7.ai

- At all times ensure that you are abiding by all workspace monitoring guidelines and that there are no non-compliances such as follows:
 - Noncompliance to system usage guidelines like playing music, watching movie, etc.
 - Non-compliance to system usage guidelines like accessing customer's records without a need, adult content, saving sensitive information in any manner.
 - Non-adherence as per webcam guidelines like Not turning on the webcam, unplugging the webcam from the system, obstruction to avoid image capture, and/or improper positioning of the camera
 - Non-adherence to workspace compliance such as the presence of digital media, mobile, camera, writing material (even if not in use).
 - Non-compliance to workspace compliance like usage of any digital media, writing material, mobile, camera, physical absence at workspace, unauthorized person viewing customer interaction, impersonation, etc.
 - General access to the Internet for recreational use by immediate household members through the [24]7.ai. Network on personal computers is not permitted for any reasons. The employee is responsible to ensure that no family member violates any [24]7.ai policies, performs any illegal activities or uses the access for outside business interests. The [24]7.ai employee bears responsibility for the consequences should the access be misused.
 - It is the responsibility of [24]7.ai employees, with remote access privileges to [24]7.ai's corporate network to ensure that their remote access connection is given the same consideration as the user's on-site connection to [24]7.ai.

****Noncompliance to the above guidelines will come under the purview of Work from Home Code of Conduct guidelines**

- If you are selected for Work from Home, your home will be an extension of your office. So, you will be required to follow the protocols given below:
 - Lock your doors
 - Be aware of your surroundings
 - Pay attention to your sight lines
 - Friends/family members must not be allowed to use your work devices

In order to ensure your physical and mental welfare in a work from home environment you are advised to follow the guidelines of Work from Home wellness Policy.

- For more details, refer to the policy on Employee Connect App/HRMS

Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment.

We welcome you and we are confident that you will contribute in building 24/7 Customer into a world-class organization.

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:01

Appointment Letter of 010104789 (Kushal M)

Employee ID 010104789

15-Nov-2022

Name **Mr.Kushal M**

Effective Date 31-Oct-2022

Level / Grade : L1G1
Designation : Advisor

Fixed Components	Salary Components						
	CTC Per Month (1 to 3 months)	CTC Per Month (4 to 12 months)	1st Year Per Annum	CTC Per Month (13 to 15 months)	CTC Per Month (16 to 18 months)	CTC Per Month (19 to 24 months)	2nd Year Per Annum
Basic	4,500	4,500	54,000	4,500	4,500	4,500	54,000
House Rent Allowance	1,800	1,800	21,600	1,800	1,800	1,800	21,600
Advance Statutory Bonus	1,206	1,206	14,472	1,206	1,206	1,206	14,472
Special Allowance	8,170	8,170	98,040	8,170	8,170	8,170	98,040
Total of Fixed components (I)	15,676	15,676	188,112	15,676	15,676	15,676	188,112
Benefits							
Provident Fund - Employer's Contribution	1,737	1,737	20,844	1,737	1,737	1,737	20,844
Medical Insurance	195	195	2,340	195	195	195	2,340
Life Insurance	50	50	600	50	50	50	600
Gratuity	216	216	2,592	216	216	216	2,592
Total of Benefits(II)	2,198	2,198	26,376	2,198	2,198	2,198	26,376
Variable Components							
Target Skill Allowance	1,760	1,760	21,120	1,760	1,760	1,760	21,120
Performance Incentive							
ECOP A+	-	1,400	12,600	5,873	7,588	8,318	89,667
ECOP A	-	1,400	12,600	3,492	4,367	5,130	54,957
ECOP B	-	1,400	12,600	1,402	1,911	1,976	21,855
ECOP C	-	-	-	-	-	-	-
CTC With ECOP A+	19,634	21,034	248,208	25,507	27,014	27,952	325,275
CTC With ECOP A	19,634	21,034	248,208	23,126	24,201	24,764	290,565
CTC With ECOP B	19,634	21,034	248,208	21,036	21,565	21,610	257,463
CTC With ECOP C	19,634	19,634	235,608	19,634	19,634	19,634	235,608
Approximate Take home With ECOP A+	15,368	16,758		21,197	22,693	23,624	
Approximate Take home With ECOP A	15,368	16,758		18,834	19,901	20,460	
Approximate Take home With ECOP B	15,368	16,758		16,760	17,285	17,329	
Approximate Take home With ECOP C	15,368	15,368		15,368	15,368	15,368	
ESI - Employer's Contribution @ 3.25%	509	509	6,108	507	507	507	6,081
Broadband Reimbursement (Work From Home)	1,300	1,300	15,600	1,300	1,300	1,300	15,600
Self To Work (Work From Office)	2,200	2,200	26,400	2,200	2,200	2,200	26,400

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP


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

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:01

Appointment Letter of 010104789 (Kushal M)

Benefits / Schemes	Description	Value
Advance Statutory Bonus	Statutory Bonus is applicable to those employees whose basic salary is less than or equal to Rs. 21,000/- pm as per the payment of bonus (amendment) Act, 2015	As applicable*
Target Shift Allowance	Rs. 1,760 is the maximum shift allowance you can earn in a month. Shift allowance pay-out will vary basis actual shift timings during the month, as per the policy. FLE Training starting between 6 am to 1 pm are not eligible for Shift Allowance.	As per Policy**
Production Incentive (ECCP)	As per Employee Cash Option Plan Policy of the company. The incentive is paid only if you meet all the performance requirements. The slabs are based on role / current program and subject to change in case of movement, internal policy changes, etc.	As per Policy**
Self to Work (STW)	Applicable as per 'Self to Work' Policy. This amount is paid only if employee opts for STW on HRMS and working from office. Actual payout will vary based on attendance for the month. This is not applicable for female employees working in shifts beginning and ending between 7pm to 7am	As per Policy**
Company Transport	Company sponsored transport will be provided to employee from second day of FLE training (Residing in areas within the hiring radius as per company policy). Please update your address and contact details in HRMS. Employees who do not opt for company transport are eligible for STW (if applicable as per policy)	As per Policy**
Broadband Reimbursement	Applicable as per Broadband Reimbursement policy. This will be paid to you on actuals only if you are working from home	As per Policy**
Group MediClaim Policy (GMC)	You are covered under the voluntary Group Medical Insurance Policy of the Company. It's the employee's responsibility to enroll dependents as per	Rs 1,50,000**
Group Insurance in Lieu of EDLI (Under PF)	An insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employee's term, to his Nominee/Family	Rs 6,02,000*
Group Personal Accident (GPA)	You are covered under the voluntary Group Personal Accident insurance policy of the company	Rs.3,00,000**
Group Term Life (GTL)	You are covered under the voluntary Group Term Life insurance policy of the company	Rs.3,00,000**
ESI	Processed as per Employees' State Insurance Act, 1948. ESI is applicable for employees whose actual gross income pm is less than or equal to Rs. 21,000/-. For calculation purposes we have taken fixed and Shift allowance to check the eligibility. If the actual gross earnings pm is more than Rs. 21,000, then the above mentioned ESI contribution will not be applicable. Employee's contribution - 0.75% of actual gross salary including Shift Allowance and variable, STW (if applicable) etc will be deducted accordingly	As applicable*
Gratuity & Provident fund	Processed as per the Payment of Gratuity Act, 1972 & Employees' Provident Funds Act, 1952 respectively. PF contribution is based on min wages and capped at 12% of Rs.15,000 pm (as applicable). Employee and employer will contribute accordingly	As applicable*

* Benefits under Statutory Law is subject to change from time to time

** These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice

PAN Card, Address Card and PAN number are statutory requirements. In case if you don't have a PAN card, please contact the HR

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP

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

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:01

Date: 15-Nov-2022

Mr.Punith V
Employee ID : 010105034
#1/1 5th main, 2nd block, Govindaraja nagar, Maruthi Nagar, Bangalore
Karnataka 560072
Bangalore



Dear **Punith V**,

Sub: Letter of Appointment

We are pleased to offer you the position of **Advisor L1G1** at 247 Customer PVT.LTD, Prestige Tech Platina, Kadubeesanahalli, Marathalli Outer Ring Road, Bangalore, with effect from 11 Nov 2022 on the following terms and conditions:

1. Accountability

You will report to the **Senior Director**.

2. Working Hours

You will be required to work eight hours a day and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed from time to time depending upon the exigencies of the business. As and when required by the Management, you shall work beyond the normal working hours and on your weekly off days and holidays, in accordance with the statutory provisions applicable.

3. Probation

You will be on Probation for a period of **12** month(s) with effect from **11-Nov-2022**. In the event of your not being able to attain the standards required for confirmation of your services, this period of probation may be extended by the Management. On completion of the Probationary period to the satisfaction of the Management, the Management will confirm your appointment in writing. If you do not receive such a confirmation letter at the end of the Probationary period, you will continue to be on probation till you receive the confirmation letter from the Management or till your services are terminated. Your services are liable to be terminated by the Management at any time during your Probationary period, including the extended period of Probation, if any, without notice and without any payment or compensation in lieu of notice and without assigning any reason thereof.

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

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:38

Appointment Letter of 010105034 (Punith V)

4. Remuneration

As attached in the Annexure I. Please read the Annexure II for other details. On joining the company, as a prerequisite, you need to undergo and successfully complete the Foundation Level Training and Process Level Training. In the event of your inability to pass the same, your services are liable to be discontinued. In the event of your services being discontinued before completion of Foundation Level Training (FLT) for any reason whatsoever, you shall not be entitled to any salary, allowances or benefits of any kind for the period you were undergoing FLT. For any unauthorized absenteeism during the FLE/PLE stage, your services are liable to be discontinued from the very next day. Only exception allowed is on medical grounds, provided the trainer is intimated in advance. In the event of such authorized absence exceeding more than two days, you will be required to restart the program from the beginning.

5. Duties

You shall perform such duties and observe and conform to such directions as may be assigned or communicated to you by the Management or such officers who are placed in authority over you. You will also be responsible for control and supervision of the employees working under you if any. The Management will be within its rights to allot you additional jobs within your department or any other department to which you cannot raise any objection.

6. Address

You will keep the Management informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the Management will be deemed to have been served on you.

7. Benefits

You will be eligible for the benefits of leave, Provident Fund and Gratuity when applicable and as per the rules of the company in force from time to time.

8. Transfer

You have been appointed as **Advisor L1G1** but are liable to be transferred at any time on a temporary or permanent basis from one job to another, from one department to another in the Company. The transfer will not deem to constitute a change in your conditions of service.

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:38

Appointment Letter of 010105034 (Punith V)

9. Retirement

You will retire on attaining the age of 60 years.

10. Notice Period

During the Training Period (Foundation Level Training & Process Level Training) your services can be terminated by giving one day notice on either side. After successfully completing the training and on regular work, your notice period shall be for one Month on either side.

11. Service Rules

You shall abide and be bound by the company's Service Rules, as these Service Rules will form part of this contract of employment. You will also carry out and abide by any instruction, House Rules and Office Orders issued by the Management from time to time. Your appointment and continuation in service is subject to satisfactory verification of your credentials, testimonials, etc., and not having concealed any material information from us or having given false particulars in your application.

12. Minimum Period of Employment

The company will be investing substantially in you, through an elaborate period of training so as to skill you for the job. A minimum period of productive utilization of these skills is mandatory. You are therefore required to commit to a period of Six Months of service from the date of joining.

13. Employee Undertaking

You will be required to execute an Employee Undertaking, as a part of the terms and conditions of your employment with the company. Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment. We welcome you and we are confident that you will contribute in building 24/7 Customer into a world-class organization.

14. Work from Home Guidelines

Work from Home option will be provided at the sole discretion of the Employer subject to Business requirement.

In case Work from Home option is enabled for you, you will be required to ensure the security of all information that is liable to be accessed by any untrusted sources. You will need to follow the below guidelines at all times to minimize the risk of losing important information:

- Follow Clean Desk policy
- Ensure home Wi-Fi routers are established with unique passwords
- Lock your computer when not in use/when you are on break
- Be vigilant to Social Engineering attempts to secure yourself and the company
- Do not post any information from your computer on Social Media
- Periodically reset your system and application passwords as per password policy guidelines
- Attendance during WFH will be through TimeOn application
- Do not use official laptop/desktop to connect unauthorized device
- Do not access any unauthorized website access.

Signature Not Verified

SUSMITA MALIK

2024-11-15 23:38



- At all times ensure that you are abiding by all workspace monitoring guidelines and that there are no non-compliances such as follows:
 - Noncompliance to system usage guidelines like playing music, watching movie, etc.
 - Non-compliance to system usage guidelines like accessing customer's records without a need, adult content, saving sensitive information in any manner.
 - Non-adherence as per webcam guidelines like Not turning on the webcam, unplugging the webcam from the system, obstruction to avoid image capture, and/or improper positioning of the camera
 - Non-adherence to workspace compliance such as the presence of digital media, mobile, camera, writing material (even if not in use).
 - Non-compliance to workspace compliance like usage of any digital media, writing material, mobile, camera, physical absence at workspace, unauthorized person viewing customer interaction, impersonation, etc.
 - General access to the Internet for recreational use by Immediate household members through the [24]7.ai. Network on personal computers is not permitted for any reasons. The employee is responsible to ensure that no family member violates any [24]7.ai policies, performs any illegal activities or uses the access for outside business interests. The [24]7.ai employee bears responsibility for the consequences should the access be misused.
 - It is the responsibility of [24]7.ai employees, with remote access privileges to [24]7.ai's corporate network to ensure that their remote access connection is given the same consideration as the user's on-site connection to [24]7.ai.

**Noncompliance to the above guidelines will come under the purview of Work from Home Code of Conduct guidelines

- If you are selected for Work from Home, your home will be an extension of your office. So, you will be required to follow the protocols given below:
 - Lock your doors
 - Be aware of your surroundings
 - Pay attention to your sight lines
 - Friends/family members must not be allowed to use your work devices

In order to ensure your physical and mental welfare in a work from home environment you are advised to follow the guidelines of Work from Home wellness Policy.

- For more details, refer to the policy on Employee Connect App/HRMS

Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment.

We welcome you and we are confident that you will contribute in building 24/7 Customer into a world-class organization.

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:38

Appointment Letter of 010105034 (Punith V)

Employee ID 010105034

15-Nov-2022

Name **Mr.Punith V**

Effective Date 11-Nov-2022

Level / Grade : L161
Designation : Advisor

Fixed Components	Salary Components						
	CTC Per Month (1 to 3 months)	CTC Per Month (4 to 12 months)	1st Year Per Annum	CTC Per Month (13 to 15 months)	CTC Per Month (16 to 18 months)	CTC Per Month (19 to 24 months)	2nd Year Per Annum
Basic	6,000	6,000	72,000	6,000	6,000	6,000	72,000
House Rent Allowance	2,400	2,400	28,800	2,400	2,400	2,400	28,800
Advance Statutory Bonus	1,248	1,248	14,976	1,248	1,248	1,248	14,976
Special Allowance	14,688	14,688	176,256	14,688	14,688	14,688	176,632
Total of Fixed components (I)	24,534	24,534	294,032	24,534	24,534	24,534	294,408
Benefits							
Provident Fund - Employer's Contribution	1,800	1,800	21,600	1,800	1,800	1,800	21,600
Medical Insurance	195	195	2,340	195	195	195	2,340
Life Insurance	50	50	600	50	50	50	600
Gratuity	289	289	3,468	289	289	289	3,468
Total of Benefits (II)	2,334	2,334	28,008	2,334	2,334	2,334	28,008
Variable Components							
Target Shift Allowance	-	-	-	-	-	-	-
Performance Incentive	-	-	-	-	-	-	-
ECOP A-	-	1,400	12,600	5,873	7,388	8,310	89,667
ECOP A	-	1,400	12,600	3,492	4,567	5,130	54,957
ECOP B	-	1,400	12,600	1,402	1,931	1,975	21,855
ECOP C	-	-	-	-	-	-	-
CTC With ECOP A+	26,868	26,268	335,016	32,741	34,248	35,186	412,083
CTC With ECOP A	26,868	26,268	335,016	30,360	31,435	31,998	377,373
CTC With ECOP B	26,868	26,268	335,016	28,270	28,799	28,844	344,271
CTC With ECOP C	26,868	26,868	322,416	26,868	26,868	26,868	322,416
Approximate Take home With ECOP A+	22,534	23,934		28,407	29,914	30,852	
Approximate Take home With ECOP A	22,534	23,934		26,026	27,101	27,664	
Approximate Take home With ECOP B	22,534	23,934		23,936	24,465	24,510	
Approximate Take home With ECOP C	22,534	22,534		22,534	22,534	22,534	
ESI - Employer's Contribution @ 3.25%	-	-	-	-	-	-	-
Broadband Reimbursement (Work From Home)	1,300	1,300	15,600	1,300	1,300	1,300	15,600
Self To Work (Work From Office)	3,300	3,300	39,600	3,300	3,300	3,300	39,600
Retention Bonus - Year 1 only - You are eligible for a one time retention bonus of Rs. 14,000 paid to you in 2 equal instalments along with 6th and 12th month salary provided you meet all the performance requirements	-	-	Rs. 14,000 **	-	-	-	-

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP


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

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:38

Appointment Letter of 010105034 (Punith V)

Benefits / Schemes	Description	Value
Advance Statutory Bonus	Statutory Bonus is applicable to those employee's whose basic salary is less than or equal to Rs. 21,000/- pm as per the payment of bonus (amendment) Act, 2015	As applicable*
Target Shift Allowance	Rs. 1,760 is the maximum shift allowance you can earn in a month. Shift allowance pay-out will vary basis actual shift timings during the month, as per the policy. FLE Training starting between 6am to 1pm are not eligible for Shift Allowance.	As per Policy**
Production Incentive (EOP)	As per Employee Cash Option Plan Policy of the company. The incentive is paid only if you meet all the performance requirements. The slabs are based on role / current program and subject to change in case of movement. Internal policy <i>ವಿವರಗಳಿಗೆ, ನೋಡಿ</i>	As per Policy**
Self To Work (STW)	Applicable as per 'Self to Work' Policy. This amount is paid only if employee opts for STW on HRMS and working from office. Actual payout will vary based on attendance for the month. This is not applicable for female employees working in shifts beginning and ending between 7pm to 7am.	As per Policy**
Company Transport	Company sponsored transport will be provided to employee from second day of FLE training (Residing in areas within the firing radius as per company policy). Please update your address and contact details in HRMS. Employees who do not opt for company transport are eligible for STW (if applicable as per policy)	As per Policy**
Broadband Reimbursement	Applicable as per Broadband Reimbursement policy. This will be paid to you on actuals only if you are working from home.	As per Policy**
Group MediClaim Policy (GMC)	You are covered under the voluntary Group Medical Insurance Policy of the Company. It's the employee's responsibility to enroll dependents as per	Rs. 1,50,000 **
Group Insurance in Lieu of EDLI (Under PF)	An insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employee's term, to his Nominee/Family.	Rs.5,02,000 *
Group Personal Accident (GPA)	You are covered under the voluntary Group Personal Accident insurance policy of the company	Rs.3,00,000 **
Group Term Life (GTL)	You are covered under the voluntary Group Term Life Insurance policy of the company	Rs.3,00,000 **
ESI	Processed as per Employees' State Insurance Act, 1948. ESI is applicable for employees whose actual gross income pm is less than or equal to Rs. 21,000/- . For calculation purposes we have taken fixed and Shift allowance to check the eligibility. If the actual gross earnings pm is more than Rs. 21,000 , then the above mentioned ESI contribution will not be applicable. Employee's contribution - 0.75 % of actual gross salary including Shift Allowance and variable, STW (if applicable) etc will be deducted accordingly	As applicable*
Gratuity & Provident fund	Processed as per the Payment of Gratuity Act 1972 & Employees' Provident Funds Act 1952 respectively. PF contribution is based on min wages and capped at 12% of Rs. 15,000 pm (as applicable). Employee and employer will contribute accordingly	As applicable*

* Benefits under Statutory laws subject to change from time to time

** These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

PAN Card, Aadhar Card and UAN number are statutory requirements. In case if you don't have a PAN card, please contact the HR.

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP


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

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:38

Spoorthi T N
77 3rd cross cholourpalya magadi road banglore 560023



Dear Spoorthi T N,

Congratulations!

Sub: Offer of Employment

You have been selected to join 24/7 Customer Private Limited, a company that has been rated amongst the "Top 5 best performing Contact Centers in the World" consistently for 3 years in a row. We are hopeful and confident that you will be able to build a successful career with us and become a part of the "out-performance" culture at 24/7 Customer Private Limited.

We are pleased to offer you the position of **Advisor** in 24/7 Customer Private Limited commencing from the Date **31-Oct-2022**. The following are the terms of employment with 24/7 Customer Private Limited.

1. Your Cost to Company ("CTC") will be as per the Annexure I enclosed. This will be applicable from your Date of Joining and provided you complete the first Training assessment (the FLE as indicated in Point 5 below).
2. You will be required to work in shifts for **5 days a week**, with **any two days of rotational offs**.
3. Apart from the offer letter you will receive a Letter of Appointment on the date of your joining and the letter of Appointment will supersede / replace this offer letter.
4. Upon joining, you will be provided Foundation Level Education ("FLE") and Product Level Education ("PLE"). Once you complete your FLE, the company will pay you the CTC retrospectively from the date of your joining the company. It is hereby clarified that your entitlement of the CTC would depend on completion of FLE.
5. During the training period you will be entitled only two weekly offs. However, in case you require leave during training period on account of any medical emergency, you may request the trainer and the trainer may consider your request on case to case basis.
6. In the event of permitted absence exceeding two continuous days, you will be required to restart the training program with the next batch. Please note in such a case, your employment will commence from the date you start training in the next batch and your stipend/salary eligibility will commence accordingly.
7. During the Training Period (Foundation Level Training & Process Level Training) the services can be terminated by giving one day notice on either side. After successfully completing the training and on regular work, your notice period shall be for one Month on either side.
8. You are requested to bring along the documents listed below WITHOUT FAIL on your day of joining for the purpose of submission/verification:
 - Passport size color photographs with white background in formal attire
 - Date of Birth proof certificate (Original and Photocopy)
 - Latest Mark Sheet/ Education certificates (Original and Photocopy)
 - Previous Employment details (Service Certificate/ Relieving Letter, if applicable in Original)
 - Last drawn Pay slip (If applicable, in Original)
 - A valid Passport / Driver's license/ Aadhar Card/ Voter ID / Nationalized Bank Passbook with photo attested (Original & Photocopy)

If you have any queries pertaining to this offer letter please call us at - **9845526247 / 8197178404**

Please confirm the acceptance of the offer letter by clicking the link sent to your registered email id along with your offer letter. If we do not receive the acceptance by 10:00 PM of **30-Oct-2022** and if you do not join the Company on **31-Oct-2022** this offer will automatically expire and deemed to have been withdrawn.

Once again wishing you the very best and looking forward to your successful career at 24/7 Customer Private Limited.

Please note that this a Conditional Offer Letter and will become a Confirmed Offer Letter after all of the documents and information are available to 247 and are validated to be accurate and as per our requirements. This letter is not a guarantee of employment.

With Best Wishes,

Brian Alfred Dsouza
AVP - HR-Recruitment


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

This is a system generated letter and does not require any signatures.

[24]7.ai

Name : Spoorthi T N

Annexure I

Level / Grade : L1G1
Designation : Advisor

Fixed Components	Salary Components						
	CTC Per Month (1 to 3 months)	CTC Per Month (4 to 12 months)	1st Year Per Annum	CTC Per Month (13 to 15 months)	CTC Per Month (16 to 18 months)	CTC Per Month (19 to 24 months)	2nd Year Per Annum
Basic	4,500	4,500	54,000	4,500	4,500	4,500	54,000
House Rent Allowance	1,800	1,800	21,600	1,800	1,800	1,800	21,600
Advance Statutory Bonus	1,206	1,206	14,472	1,206	1,206	1,206	14,472
Special Allowance	8,170	8,170	98,040	8,170	8,170	8,170	98,040
Total of Fixed components (I)	15,676	15,676	188,112	15,676	15,676	15,676	188,112
Benefits							
Provident Fund - Employer's Contribution	1,737	1,737	20,844	1,737	1,737	1,737	20,844
Medical Insurance	195	195	2,340	195	195	195	2,340
Life Insurance	50	50	600	50	50	50	600
Gratuity	216	216	2,592	216	216	216	2,592
Total of Benefits(II)	2,198	2,198	26,376	2,198	2,198	2,198	26,376
Variable Components							
Target Shift Allowance	1,760	1,760	21,120	1,760	1,760	1,760	21,120
Performance Incentive							
ECOP A+		1,400	12,600	5,073	7,380	6,318	89,667
ECOP A		1,400	12,600	3,492	4,667	5,130	54,957
ECOP B		1,400	12,600	1,402	1,931	1,978	21,855
ECOP C							
CTC With ECOP A+	19,634	21,034	248,208	25,507	27,014	27,952	325,275
CTC With ECOP A	19,634	21,034	248,208	23,126	24,201	24,764	290,566
CTC With ECOP B	19,634	21,034	248,208	21,036	21,565	21,610	257,463
CTC With ECOP C	19,634	19,634	235,608	19,634	19,634	19,634	235,608
Approximate Take home With ECOP A+	15,368	16,758		21,197	22,693	23,624	
Approximate Take home With ECOP A	15,368	16,758		18,834	19,901	20,460	
Approximate Take home With ECOP B	15,368	16,758		16,760	17,285	17,329	
Approximate Take home With ECOP C	15,368	15,368		15,368	15,368	15,368	
ESI - Employer's Contribution @ 3.25%	509	509	6,108	507	507	507	6,084
Broadband Reimbursement (Work From Home)	1,300	1,300	15,600	1,300	1,300	1,300	15,600
Self To Work (Work From Office)	2,200	2,200	26,400	2,200	2,200	2,200	26,400

With Best Wishes,
Brian Alfred Dsouza
AVP - HR-Recruitment

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 Bengaluru-560 009.

Annexure II

Benefits / Schemes	Description	Value
Advance Statutory Bonus	Statutory Bonus is applicable to those employee's whose basic salary is less than or equal to Rs. 21,000/- pm as per the payment of bonus (amendment) Act, 2016.	As applicable*
Target Shift Allowance	Rs. 1,760 is the maximum shift allowance you can earn in a month. Shift allowance pay-out will vary basis actual shift timings during the month, as per the policy. FLE Training starting between 6 am to 1 pm are not eligible for Shift Allowance.	As per Policy**
Production Incentive (ECOP)	As per Employee Cash Option Plan Policy of the company. The incentive is paid only if you meet all the performance requirements. The slabs are based on role / current program and subject to change in case of movement, internal policy changes, etc.	As per Policy**
Self To Work (STW)	Applicable as per 'Self to Work' Policy. This amount is paid only if employee opts for STW on HRMS and working from office. Actual payout will vary based on attendance for the month. This is not applicable for female employees working in shifts beginning and ending between 7pm to 7am.	As per Policy**
Company Transport	Company sponsored transport will be provided to employee from second day of FLE training (Residing in areas within the hiring radius as per company policy) Please update your address and contact details in HRMS. Employees who do not opt for company transport are eligible for STW (if applicable as per policy)	As per Policy**
Broadband Reimbursement	Applicable as per Broadband Reimbursement policy. This will be paid to you on actuals only if you are working from home.	As per Policy**
Group MediClaim Policy (GMC)	You are covered under the voluntary Group Medical Insurance Policy of the Company. It's the employee's responsibility to enroll dependents as per	Rs.1,50,000 **
Group Insurance in Lieu of EDLI (Under PF)	An insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employees term, to his Nominee/Family:	Rs 6,02,000 *
Group Personal Accident (GPA)	You are covered under the voluntary Group Personal Accident insurance policy of the company	Rs 3,00,000 **
Group Term Life (GTL)	You are covered under the voluntary Group Term Life Insurance policy of the company	Rs 3,00,000 **
ESI	Processed as per Employees' State Insurance Act, 1948. ESI is applicable for employees whose actual gross income pm is less than or equal to Rs. 21,000/- .For calculation purposes we have taken fixed and Shift allowance to check the eligibility. if the actual gross earnings pm is more than Rs. 21,000 , then the above mentioned ESI contribution will not be applicable. Employee's contribution - 0.75 % of actual gross salary including Shift Allowance and variable, STW (if applicable), etc will be deducted accordingly.	As applicable*
Gratuity & Provident fund	Processed as per the Payment of Gratuity Act 1972 & Employees' Provident Funds Act, 1952 respectively. PF contribution is based on min wages and capped at 12% of Rs.15,000 pm (as applicable). Employee and employer will contribute accordingly.	As applicable*

* Benefits as per Statutory Laws is subject to change from time to time

** These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

PAN Card, Aadhar Card and UAN number are statutory requirements. In case if you don't have a PAN card, please contact the HR


With Best Wishes,
Brian Alfred Dsouza
 AVP - HR-Recruitment


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Bengaluru-560 009.

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PRINCIPAL
Sri Jagadguru Renukacharya College
of Science, Arts & Commerce
Bengaluru-560 099

SPOORTHI T

Emp ID : 010104847

Blood Group : B -ve

Emergency
contact : 7760882746

HELPLINES

Admin/Facilities : +91 98451 73743

Transport : +91 98456 39222
+91 98806 96005

24/7 Customer Pvt. Ltd.

Prestige Tech Platina, Kadubeesana Halli
Marathahalli Outer Ring Road
Bangalore - 560 087

Tel : +91 80 46093247

www.247.ai

Date: 15-Nov-2022

Mr.Chandra Shekar A
Employee ID : 010104820
104 1st floor mr lane manavatthipet
Bangalore



Dear **Chandra Shekar A**,

Sub: Letter of Appointment

We are pleased to offer you the position of **Advisor L1G1** at 247 Customer PVT.LTD, Prestige Tech Platina, Kadubeesanahalli, Marathalli Outer Ring Road, Bangalore, with effect from 31-Oct-2022 on the following terms and conditions:

1. Accountability

You will report to the **Voice & Accent Coach**.

2. Working Hours

You will be required to work eight hours a day and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed from time to time depending upon the exigencies of the business. As and when required by the Management, you shall work beyond the normal working hours and on your weekly off days and holidays, in accordance with the statutory provisions applicable.

3. Probation

You will be on Probation for a period of **12 month(s)** with effect from **31-Oct-2022**. In the event of your not being able to attain the standards required for confirmation of your services, this period of probation may be extended by the Management. On completion of the Probationary period to the satisfaction of the Management, the Management will confirm your appointment in writing. If you do not receive such a confirmation letter at the end of the Probationary period, you will continue to be on probation till you receive the confirmation letter from the Management or till your services are terminated. Your services are liable to be terminated by the Management at any time during your Probationary period, including the extended period of Probation, if any, without notice and without any payment or compensation in lieu of notice and without assigning any reason thereof.


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

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:01

Appointment Letter of 010104820 (Chandra Shekar A)

4. Remuneration

As attached in the Annexure I. Please read the Annexure II for other details. On joining the company, as a prerequisite, you need to undergo and successfully complete the Foundation Level Training and Process Level Training. In the event of your inability to pass the same, your services are liable to be discontinued. In the event of your services being discontinued before completion of Foundation Level Training (FLT) for any reason whatsoever, you shall not be entitled to any salary, allowances or benefits of any kind for the period you were undergoing FLT. For any unauthorized absenteeism during the FLE/PLE stage, your services are liable to be discontinued from the very next day. Only exception allowed is on medical grounds, provided the trainer is intimated in advance. In the event of such authorized absence exceeding more than two days, you will be required to restart the program from the beginning.

5. Duties

You shall perform such duties and observe and conform to such directions as may be assigned or communicated to you by the Management or such officers who are placed in authority over you. You will also be responsible for control and supervision of the employees working under you if any. The Management will be within its rights to allot you additional jobs within your department or any other department to which you cannot raise any objection.

6. Address

You will keep the Management informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the Management will be deemed to have been served on you.

7. Benefits

You will be eligible for the benefits of leave, Provident Fund and Gratuity when applicable and as per the rules of the company in force from time to time.

8. Transfer

You have been appointed as **Advisor L1G1** but are liable to be transferred at any time on a temporary or permanent basis from one job to another, from one department to another in the Company. The transfer will not deem to constitute a change in your conditions of service.

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:01

Appointment Letter of 010104820 (Chandra Shekar A)

9. Retirement

You will retire on attaining the age of 60 years.

10. Notice Period

During the Training Period (Foundation Level Training & Process Level Training) your services can be terminated by giving one day notice on either side. After successfully completing the training and on regular work, your notice period shall be for one Month on either side.

11. Service Rules

You shall abide and be bound by the company's Service Rules, as these Service Rules will form part of this contract of employment. You will also carry out and abide by any instruction, House Rules and Office Orders issued by the Management from time to time. Your appointment and continuation in service is subject to satisfactory verification of your credentials, testimonials, etc., and not having concealed any material information from us or having given false particulars in your application.

12. Minimum Period of Employment

The company will be investing substantially in you, through an elaborate period of training so as to skill you for the job. A minimum period of productive utilization of these skills is mandatory. You are therefore required to commit to a period of Six Months of service from the date of joining.

13. Employee Undertaking

You will be required to execute an Employee Undertaking, as a part of the terms and conditions of your employment with the company. Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment. We welcome you and we are confident that you will contribute in building 24/7 Customer into a world-class organization.

14. Work from Home Guidelines

Work from Home option will be provided at the sole discretion of the Employer subject to Business requirement.

In case Work from Home option is enabled for you, you will be required to ensure the security of all information that is liable to be accessed by any untrusted sources. You will need to follow the below guidelines at all times to minimize the risk of losing important information:

- Follow Clean Desk policy
- Ensure home Wi-Fi routers are established with unique passwords
- Lock your computer when not in use/when you are on break
- Be vigilant to Social Engineering attempts to secure yourself and the company
- Do not post any information from your computer on Social Media
- Periodically reset your system and application passwords as per password policy guidelines
- Attendance during WFH will be through TimeOn application
- Do not use official laptop/desktop to connect unauthorized device
- Do not access any unauthorized website access.

Signature Not Verified

SUSMITA MALIK

2022-11-15 23:01

[24]7.ai

- At all times ensure that you are abiding by all workspace monitoring guidelines and that there are no non-compliances such as follows:
 - Noncompliance to system usage guidelines like playing music, watching movie, etc.
 - Non-compliance to system usage guidelines like accessing customer's records without a need, adult content, saving sensitive information in any manner.
 - Non-adherence as per webcam guidelines like Not turning on the webcam, unplugging the webcam from the system, obstruction to avoid image capture, and/or improper positioning of the camera
 - Non-adherence to workspace compliance such as the presence of digital media, mobile, camera, writing material (even if not in use).
 - Non-compliance to workspace compliance like usage of any digital media, writing material, mobile, camera, physical absence at workspace, unauthorized person viewing customer interaction, impersonation, etc.
 - General access to the Internet for recreational use by immediate household members through the [24]7.ai. Network on personal computers is not permitted for any reasons. The employee is responsible to ensure that no family member violates any [24]7.ai policies, performs any illegal activities or uses the access for outside business interests. The [24]7.ai employee bears responsibility for the consequences should the access be misused.
 - It is the responsibility of [24]7.ai employees, with remote access privileges to [24]7.ai's corporate network to ensure that their remote access connection is given the same consideration as the user's on-site connection to [24]7.ai.

****Noncompliance to the above guidelines will come under the purview of Work from Home Code of Conduct guidelines**

- If you are selected for Work from Home, your home will be an extension of your office. So, you will be required to follow the protocols given below:
 - Lock your doors
 - Be aware of your surroundings
 - Pay attention to your sight lines
 - Friends/family members must not be allowed to use your work devices

In order to ensure your physical and mental welfare in a work from home environment you are advised to follow the guidelines of Work from Home wellness Policy.

- For more details, refer to the policy on Employee Connect App/HRMS

Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment.

We welcome you and we are confident that you will contribute in building 24/7 Customer into a world-class organization.

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:01

Appointment Letter of 010104820 (Chandra Shekar A)

Employee ID 010104820

15-Nov-2022

Name **Mr.Chandra Shekar A**

Effective Date 31-Oct-2022

Level / Grade : L1G1
Designation : Advisor

Fixed Components	Salary Components						
	CTC Per Month (1 to 3 months)	CTC Per Month (4 to 12 months)	1st Year Per Annum	CTC Per Month (13 to 15 months)	CTC Per Month (16 to 18 months)	CTC Per Month (19 to 24 months)	2nd Year Per Annum
Basic	4,500	4,500	54,000	4,500	4,500	4,500	54,000
House-Rent Allowance	1,800	1,800	21,600	1,800	1,800	1,800	21,600
Advance Statutory Bonus	1,200	1,200	14,472	1,200	1,200	1,200	14,472
Special Allowance	8,170	8,170	98,040	8,170	8,170	8,170	98,040
Total of Fixed components (I)	15,676	15,676	188,112	15,676	15,676	15,676	188,112
Benefits							
Provident Fund - Employer's Contribution	1,737	1,737	20,844	1,737	1,737	1,737	20,844
Medical Insurance	195	195	2,340	195	195	195	2,340
Life Insurance	50	50	600	50	50	50	600
Gratuity	216	216	2,592	216	216	216	2,592
Total of Benefits (II)	2,198	2,198	26,376	2,198	2,198	2,198	26,376
Variable Components							
Target Shift Allowance	1,760	1,760	21,120	1,760	1,760	1,760	21,120
Performance Incentive							
ECOP A+	-	1,400	12,600	5,073	7,300	8,318	89,087
ECOP A	-	1,400	12,600	3,492	4,667	5,130	54,957
ECOP B	-	1,400	12,600	1,402	1,911	1,976	21,855
ECOP C	-	-	-	-	-	-	-
CTC With ECOP A+	19,634	21,034	248,208	25,507	27,014	27,952	325,275
CTC With ECOP A	19,634	21,034	248,208	23,126	24,201	24,764	290,565
CTC With ECOP B	19,634	21,034	248,208	21,036	21,565	21,610	257,463
CTC With ECOP C	19,634	19,634	235,608	19,634	19,634	19,634	235,608
Approximate Take home With ECOP A+	15,368	16,758		21,197	22,693	23,624	
Approximate Take home With ECOP A	15,368	16,758		18,834	19,901	20,460	
Approximate Take home With ECOP B	15,368	16,758		16,760	17,285	17,329	
Approximate Take home With ECOP C	15,368	15,368		15,368	15,368	15,368	
ESI - Employer's Contribution @ 3.25%	509	509	6,108	507	507	507	6,084
Broadband Reimbursement (Work From Home)	1,300	1,300	15,600	1,300	1,300	1,300	15,600
Self To Work (Work From Office)	2,200	2,200	26,400	2,200	2,200	2,200	26,400

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP



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

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:01

Appointment Letter of 010104820 (Chandra Shekar A)

Benefits / Schemes	Description	Value
Advance Statutory Bonus	Statutory Bonus is applicable to those employee's whose basic salary is less than or equal to Rs. 21,000/- pm as per the payment of bonus (amendment) Act, 2015	As applicable*
Target Shift Allowance	Rs. 1,760 is the maximum shift allowance you can earn in a month. Shift allowance pay-out will vary basis actual shift timings during the month, as per the policy. FLE Training starting between 6 am to 1 pm are not eligible for Shift Allowance.	As per Policy**
Production Incentive (ECCP)	As per Employee Cash Option Plan Policy of the company. The incentive is paid only if you meet all the performance requirements. The slabs are based on role / current program and subject to change in case of movement, internal policy changes, etc.	As per Policy**
Self To Work (STW)	Applicable as per 'Self to Work' Policy. This amount is paid only if employee opts for STW on HHMS and working from office. Actual payout will vary based on attendance for the month. This is not applicable for female employees working in shifts beginning and ending between 7pm to 7am.	As per Policy**
Company Transport	Company sponsored transport will be provided to employee from second day of FLE training (Residing in areas within the hiring radius as per company policy). Please update your address and contact details in HRMS. Employees who do not opt for company transport are eligible for STW (if applicable as per policy).	As per Policy**
Broadband Reimbursement	Applicable as per Broadband Reimbursement policy. This will be paid to you on actuals only if you are working from home.	As per Policy**
Group MediClaim Policy (GMC)	You are covered under the voluntary Group Medical Insurance Policy of the Company. It's the employee's responsibility to enroll dependents as per	Rs. 1,50,000 **
Group Insurance in Lieu of EDLI (Under PF)	An insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employees term, to his Nominee/Family.	Rs.6,02,000 **
Group Personal Accident (GPA)	You are covered under the voluntary Group Personal Accident insurance policy of the company	Rs.3,00,000 **
Group Term Life (GTL)	You are covered under the voluntary Group Term Life Insurance policy of the company	Rs.3,00,000 **
ESI	Processed as per Employees' State Insurance Act, 1948. ESI is applicable for employees whose actual gross income pm is less than or equal to Rs. 21,000/-. For calculation purposes we have taken fixed and Shift allowance to check the eligibility. If the actual gross earnings pm is more than Rs. 21,000, then the above mentioned ESI contribution will not be applicable. Employee's contribution - 0.75 % of actual gross salary including Shift Allowance and variable, STW (if applicable), etc will be deducted accordingly.	As applicable*
Gratuity & Provident fund	Processed as per the Payment of Gratuity Act 1972 & Employees' Provident Funds Act 1952 respectively. PF contribution is based on min wages and capped at 12% of Rs.15,000 pm (as applicable). Employee and employer will contribute accordingly.	As applicable*

* Benefits as per Statutory Law is subject to change from time to time

** These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice. PAN Card, Aadhar Card and LHM number are statutory requirements. In case if you don't have a PAN card, please contact the HR.

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP


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

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:01

Date: 15-Nov-2022

Mr.Raghu S
Employee ID : 010105033
54 indiranagar 100 feet road dhoopanahalli
Bangalore



Dear **Raghu S**,

Sub: Letter of Appointment

We are pleased to offer you the position of **Advisor L1G1** at 247 Customer PVT.LTD, Prestige Tech Platina, Kadubeesanahalli, Marathalli Outer Ring Road, Bangalore, with effect from 11-Nov-2022 on the following terms and conditions:

1. Accountability

You will report to the **Senior Director**.

2. Working Hours

You will be required to work eight hours a day and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed from time to time depending upon the exigencies of the business. As and when required by the Management, you shall work beyond the normal working hours and on your weekly off days and holidays, in accordance with the statutory provisions applicable.

3. Probation

You will be on Probation for a period of **12 month(s)** with effect from **11-Nov-2022**. In the event of your not being able to attain the standards required for confirmation of your services, this period of probation may be extended by the Management. On completion of the Probationary period to the satisfaction of the Management, the Management will confirm your appointment in writing. If you do not receive such a confirmation letter at the end of the Probationary period, you will continue to be on probation till you receive the confirmation letter from the Management or till your services are terminated. Your services are liable to be terminated by the Management at any time during your Probationary period, including the extended period of Probation, if any, without notice and without any payment or compensation in lieu of notice and without assigning any reason thereof.


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of Science, Arts & Commerce
Bengaluru-560 009.

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:38

Appointment Letter of 010105033 (Raghu S)

4. Remuneration

As attached in the Annexure I. Please read the Annexure II for other details. On joining the company, as a prerequisite, you need to undergo and successfully complete the Foundation Level Training and Process Level Training. In the event of your inability to pass the same, your services are liable to be discontinued. In the event of your services being discontinued before completion of Foundation Level Training (FLT) for any reason whatsoever, you shall not be entitled to any salary, allowances or benefits of any kind for the period you were undergoing FLT. For any unauthorized absenteeism during the FLT/PLE stage, your services are liable to be discontinued from the very next day. Only exception allowed is on medical grounds, provided the trainer is intimated in advance. In the event of such authorized absence exceeding more than two days, you will be required to restart the program from the beginning.

5. Duties

You shall perform such duties and observe and conform to such directions as may be assigned or communicated to you by the Management or such officers who are placed in authority over you. You will also be responsible for control and supervision of the employees working under you if any. The Management will be within its rights to allot you additional jobs within your department or any other department to which you cannot raise any objection.

6. Address

You will keep the Management informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the Management will be deemed to have been served on you.

7. Benefits

You will be eligible for the benefits of leave, Provident Fund and Gratuity when applicable and as per the rules of the company in force from time to time.

8. Transfer

You have been appointed as **Advisor L1G1** but are liable to be transferred at any time on a temporary or permanent basis from one job to another, from one department to another in the Company. The transfer will not deem to constitute a change in your conditions of service.

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:38

Appointment Letter of 010105033 (Raghu S)

9. Retirement

You will retire on attaining the age of 60 years.

10. Notice Period

During the Training Period (Foundation Level Training & Process Level Training) your services can be terminated by giving one day notice on either side. After successfully completing the training and on regular work, your notice period shall be for one Month on either side.

11. Service Rules

You shall abide and be bound by the company's Service Rules, as these Service Rules will form part of this contract of employment. You will also carry out and abide by any instruction, House Rules and Office Orders issued by the Management from time to time. Your appointment and continuation in service is subject to satisfactory verification of your credentials, testimonials, etc., and not having concealed any material information from us or having given false particulars in your application.

12. Minimum Period of Employment

The company will be investing substantially in you, through an elaborate period of training so as to skill you for the job. A minimum period of productive utilization of these skills is mandatory. You are therefore required to commit to a period of Six Months of service from the date of joining.

13. Employee Undertaking

You will be required to execute an Employee Undertaking, as a part of the terms and conditions of your employment with the company. Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment. We welcome you and we are confident that you will contribute in building 24/7 Customer into a world-class organization.

14. Work from Home Guidelines

Work from Home option will be provided at the sole discretion of the Employer subject to Business requirement.

In case Work from Home option is enabled for you, you will be required to ensure the security of all information that is liable to be accessed by any untrusted sources. You will need to follow the below guidelines at all times to minimize the risk of losing important information:

- Follow Clean Desk policy
- Ensure home Wi-Fi routers are established with unique passwords
- Lock your computer when not in use/when you are on break
- Be vigilant to Social Engineering attempts to secure yourself and the company
- Do not post any information from your computer on Social Media
- Periodically reset your system and application passwords as per password policy guidelines
- Attendance during WFH will be through TimeOn application
- Do not use official laptop/desktop to connect unauthorized device
- Do not access any unauthorized website access.

Signature Not Verified

SUSMITA MAIR

2022-11-15 23:38

[24]7.ai

- At all times ensure that you are abiding by all workspace monitoring guidelines and that there are no non-compliances such as follows:
 - Noncompliance to system usage guidelines like playing music, watching movie, etc.
 - Non-compliance to system usage guidelines like accessing customer's records without a need, adult content, saving sensitive information in any manner.
 - Non-adherence as per webcam guidelines like Not turning on the webcam, unplugging the webcam from the system, obstruction to avoid image capture, and/or improper positioning of the camera
 - Non-adherence to workspace compliance such as the presence of digital media, mobile, camera, writing material (even if not in use).
 - Non-compliance to workspace compliance like usage of any digital media, writing material, mobile, camera, physical absence at workspace, unauthorized person viewing customer interaction, impersonation, etc.
 - General access to the Internet for recreational use by immediate household members through the [24]7.ai. Network on personal computers is not permitted for any reasons. The employee is responsible to ensure that no family member violates any [24]7.ai policies, performs any illegal activities or uses the access for outside business interests. The [24]7.ai employee bears responsibility for the consequences should the access be misused.
 - It is the responsibility of [24]7.ai employees, with remote access privileges to [24]7.ai's corporate network to ensure that their remote access connection is given the same consideration as the user's on-site connection to [24]7.ai.

**Noncompliance to the above guidelines will come under the purview of Work from Home Code of Conduct guidelines

- If you are selected for Work from Home, your home will be an extension of your office. So, you will be required to follow the protocols given below:
 - Lock your doors
 - Be aware of your surroundings
 - Pay attention to your sight lines
 - Friends/family members must not be allowed to use your work devices

In order to ensure your physical and mental welfare in a work from home environment you are advised to follow the guidelines of Work from Home wellness Policy.

- For more details, refer to the policy on Employee Connect App/HRMS

Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment.

We welcome you and we are confident that you will contribute in building 24/7 Customer into a world-class organization.

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:38

Appointment Letter of 010105033 (Raghu S)

Employee ID 010105033

15-Nov-2022

Name **Mr.Raghu S**

Effective Date 11-Nov-2022

Level/Grade : L361
Designation : Advisor

Fixed Components	Salary Components						2nd Year Per Annum
	CTC Per Month (1 to 3 months)	CTC Per Month (4 to 12 months)	1st Year Per Annum	CTC Per Month (13 to 15 months)	CTC Per Month (16 to 18 months)	CTC Per Month (19 to 24 months)	
Basic	6,000	6,000	72,000	6,000	6,000	6,000	72,000
House Rent Allowance	2,400	2,400	28,800	2,400	2,400	2,400	28,800
Advance Statutory Bonus	1,248	1,248	14,976	1,248	1,248	1,248	14,976
Special Allowance	14,886	14,886	178,632	14,886	14,886	14,886	178,632
Total of Fixed components (I)	24,534	24,534	294,408	24,534	24,534	24,534	294,408
Benefits							
Provident Fund - Employer's Contribution	1,800	1,800	21,600	1,800	1,800	1,800	21,600
Medical Insurance	195	195	2,340	195	195	195	2,340
Life Insurance	50	50	600	50	50	50	600
Gratuity	209	209	3,468	209	209	209	3,468
Total of Benefits(II)	2,334	2,334	28,008	2,334	2,334	2,334	28,008
Variable Components							
Target Shift Allowance	-	-	-	-	-	-	-
Performance Incentive	-	-	-	-	-	-	-
ECOP A -	-	1,400	12,600	5,670	7,360	8,310	89,667
ECOP A	-	1,400	12,600	3,492	4,567	5,130	54,957
ECOP B	-	1,400	12,600	1,402	1,931	1,975	21,855
ECOP C	-	-	-	-	-	-	-
CTC With ECOP A+	26,868	28,268	335,016	32,741	34,248	35,186	412,083
CTC With ECOP A	26,868	28,268	335,016	30,360	31,435	31,998	377,373
CTC With ECOP B	26,868	28,268	335,016	28,270	28,799	28,844	344,271
CTC With ECOP C	26,868	26,868	322,416	26,868	26,868	26,868	322,416
Approximate Take home With ECOP A+	22,534	23,934		28,407	29,914	30,852	
Approximate Take home With ECOP A	22,534	23,934		26,026	27,101	27,664	
Approximate Take home With ECOP B	22,534	23,934		23,936	24,465	24,510	
Approximate Take home With ECOP C	22,534	22,534		22,534	22,534	22,534	
ESI - Employer's Contribution @ 3.25%							
Breadband Reimbursement (Work From Home)	1,200	1,200	15,600	1,200	1,200	1,200	15,600
Self To Work (Work From Office)	3,300	3,300	39,600	3,300	3,300	3,300	39,600
Retention Bonus - Year 1 only - You are eligible for a one time retention bonus of Rs. 14,000 paid to you in 2 equal instalments along with 6th and 12th month salary provided you meet all the performance requirements			Rs. 14,000 **				

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP


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

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:38

Appointment Letter of 010105033 (Raghu S)

Benefits / Schemes	Description	Value
Advance Statutory Bonus	Statutory Bonus is applicable to those employees whose basic salary is less than or equal to Rs. 21,000/- pm as per the payment of bonus (amendment) Act, 2015	As applicable**
Target Shift Allowance	Rs. 1,760 is the maximum shift allowance you can earn in a month. Shift allowance pay-out will vary basis actual shift timings during the month, as per the policy. FLE Training starting between 6 am to 3 pm are not eligible for Shift Allowance.	As per Policy**
Production Incentive (ECCP)	As per Employee Cash Option Plan Policy of the company. The incentive is paid only if you meet all the performance requirements. The slabs are based on role / current program and subject to change in case of movement, internal policy changes, etc.	As per Policy**
Self To Work (STW)	Applicable as per 'Self to Work' Policy. This amount is paid only if employee opts for STW on HRMS and working from office. Actual payout will vary based on attendance for the month. This is not applicable for female employees working in shifts beginning and ending between 7pm to 7am.	As per Policy**
Company Transport	Company sponsored transport will be provided to employee from second day of FLE training (Residing in areas within the hiring radius as per company policy). Please update your address and contact details in HRMS. Employees who do not opt for company transport are eligible for STW (if applicable as per policy)	As per Policy**
Broadband Reimbursement	Applicable as per Broadband Reimbursement policy. This will be paid to you on actuals only if you are working from home.	As per Policy**
Group MediClaim Policy (GMC)	You are covered under the voluntary Group Medical Insurance Policy of the Company. It's the employee's responsibility to enroll dependents as per	Rs. 1,50,000**
Group Insurance in Lieu of EDLI (Under PF)	An insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employees term, to his Nominee/Family	Rs. 6,02,000**
Group Personal Accident (GPA)	You are covered under the voluntary Group Personal Accident insurance policy of the company	Rs. 3,00,000**
Group Term Life (GTL)	You are covered under the voluntary Group Term Life Insurance policy of the company	Rs. 3,00,000**
ESI	Processed as per Employees' State Insurance Act, 1948. ESI is applicable for employees whose actual gross income pm is less than or equal to Rs. 21,000/- . For calculation purposes we have taken fixed and Shift allowance to check the eligibility. If the actual gross earnings pm is more than Rs. 21,000/-, then the above mentioned ESI contribution will not be applicable. Employee's contribution - 0.75% of actual gross salary including Shift Allowance and variable, STW (if applicable) etc will be deducted accordingly.	As applicable*
Gratuity & Provident fund	Processed as per the Payment of Gratuity Act 1972 & Employees' Provident Funds Act 1952 respectively. PF contribution is based on min wages and capped at 12% of Rs. 15,000 pm (as applicable). Employee and employer will contribute accordingly	As applicable*

* Benefits under Statutory Laws is subject to change from time to time

** These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice

PAN Card, Aadhar Card and OAN number are statutory requirements. In case if you don't have a PAN card, please contact the HR

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP


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

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:38

Date: 15-Nov-2022

Mr.Mohith Raj J
Employee ID : 010105035
House No 63 Bhakshi Garden Cottonpet
Bangalore



Dear **Mohith Raj J**,

Sub: Letter of Appointment

We are pleased to offer you the position of **Advisor L1G1** at 247 Customer PVT.LTD, Prestige Tech Platina, Kadubeesanahalli, Marathalli Outer Ring Road, Bangalore, with effect from 11-Nov-2022 on the following terms and conditions:

1. Accountability

You will report to the **Senior Director**.

2. Working Hours

You will be required to work eight hours a day and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed from time to time depending upon the exigencies of the business. As and when required by the Management, you shall work beyond the normal working hours and on your weekly off days and holidays, in accordance with the statutory provisions applicable.

3. Probation

You will be on Probation for a period of **12** month(s) with effect from **11-Nov-2022**. In the event of your not being able to attain the standards required for confirmation of your services, this period of probation may be extended by the Management. On completion of the Probationary period to the satisfaction of the Management, the Management will confirm your appointment in writing. If you do not receive such a confirmation letter at the end of the Probationary period, you will continue to be on probation till you receive the confirmation letter from the Management or till your services are terminated. Your services are liable to be terminated by the Management at any time during your Probationary period, including the extended period of Probation, if any, without notice and without any payment or compensation in lieu of notice and without assigning any reason thereof.


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of Science, Arts & Commerce
Bengaluru-560 009.

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:38

Appointment Letter of 010105035 (Mohith Raj J)

4. Remuneration

As attached in the Annexure I. Please read the Annexure II for other details. On joining the company, as a prerequisite, you need to undergo and successfully complete the Foundation Level Training and Process Level Training. In the event of your inability to pass the same, your services are liable to be discontinued. In the event of your services being discontinued before completion of Foundation Level Training (FLT) for any reason whatsoever, you shall not be entitled to any salary, allowances or benefits of any kind for the period you were undergoing FLT. For any unauthorized absenteeism during the FLE/PLE stage, your services are liable to be discontinued from the very next day. Only exception allowed is on medical grounds, provided the trainer is intimated in advance. In the event of such authorized absence exceeding more than two days, you will be required to restart the program from the beginning.

5. Duties

You shall perform such duties and observe and conform to such directions as may be assigned or communicated to you by the Management or such officers who are placed in authority over you. You will also be responsible for control and supervision of the employees working under you if any. The Management will be within its rights to allot you additional jobs within your department or any other department to which you cannot raise any objection.

6. Address

You will keep the Management informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the Management will be deemed to have been served on you.

7. Benefits

You will be eligible for the benefits of leave, Provident Fund and Gratuity when applicable and as per the rules of the company in force from time to time.

8. Transfer

You have been appointed as **Advisor L1G1** but are liable to be transferred at any time on a temporary or permanent basis from one job to another, from one department to another in the Company. The transfer will not deem to constitute a change in your conditions of service.

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:38

Appointment Letter of 010105035 (Mohith Raj J)

9. Retirement

You will retire on attaining the age of 60 years.

10. Notice Period

During the Training Period (Foundation Level Training & Process Level Training) your services can be terminated by giving one day notice on either side. After successfully completing the training and on regular work, your notice period shall be for one Month on either side.

11. Service Rules

You shall abide and be bound by the company's Service Rules, as these Service Rules will form part of this contract of employment. You will also carry out and abide by any instruction, House Rules and Office Orders issued by the Management from time to time. Your appointment and continuation in service is subject to satisfactory verification of your credentials, testimonials, etc., and not having concealed any material information from us or having given false particulars in your application.

12. Minimum Period of Employment

The company will be investing substantially in you, through an elaborate period of training so as to skill you for the job. A minimum period of productive utilization of these skills is mandatory. You are therefore required to commit to a period of Six Months of service from the date of joining.

13. Employee Undertaking

You will be required to execute an Employee Undertaking, as a part of the terms and conditions of your employment with the company. Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment. We welcome you and we are confident that you will contribute in building 24/7 Customer into a world-class organization.

14. Work from Home Guidelines

Work from Home option will be provided at the sole discretion of the Employer subject to Business requirement.

In case Work from Home option is enabled for you, you will be required to ensure the security of all information that is liable to be accessed by any untrusted sources. You will need to follow the below guidelines at all times to minimize the risk of losing important information:

- Follow Clean Desk policy
- Ensure home Wi-Fi routers are established with unique passwords
- Lock your computer when not in use/when you are on break
- Be vigilant to Social Engineering attempts to secure yourself and the company
- Do not post any information from your computer on Social Media
- Periodically reset your system and application passwords as per password policy guidelines
- Attendance during WFH will be through TimeOn application
- Do not use official laptop/desktop to connect unauthorized device
- Do not access any unauthorized website access.

Signature Not Verified

SUSMITA MAHR

2022-11-15 23:38



- At all times ensure that you are abiding by all workspace monitoring guidelines and that there are no non-compliances such as follows:
 - Noncompliance to system usage guidelines like playing music, watching movie, etc.
 - Non-compliance to system usage guidelines like accessing customer's records without a need, adult content, saving sensitive information in any manner.
 - Non-adherence as per webcam guidelines like Not turning on the webcam, unplugging the webcam from the system, obstruction to avoid image capture, and/or improper positioning of the camera
 - Non-adherence to workspace compliance such as the presence of digital media, mobile, camera, writing material (even if not in use).
 - Non-compliance to workspace compliance like usage of any digital media, writing material, mobile, camera, physical absence at workspace, unauthorized person viewing customer interaction, impersonation, etc.
 - General access to the Internet for recreational use by immediate household members through the [24]7.ai. Network on personal computers is not permitted for any reasons. The employee is responsible to ensure that no family member violates any [24]7.ai policies, performs any illegal activities or uses the access for outside business interests. The [24]7.ai employee bears responsibility for the consequences should the access be misused.
 - It is the responsibility of [24]7.ai employees, with remote access privileges to [24]7.ai's corporate network to ensure that their remote access connection is given the same consideration as the user's on-site connection to [24]7.ai.

****Noncompliance to the above guidelines will come under the purview of Work from Home Code of Conduct guidelines**

- If you are selected for Work from Home, your home will be an extension of your office. So, you will be required to follow the protocols given below:
 - Lock your doors
 - Be aware of your surroundings
 - Pay attention to your sight lines
 - Friends/family members must not be allowed to use your work devices

In order to ensure your physical and mental welfare in a work from home environment you are advised to follow the guidelines of Work from Home wellness Policy.

- For more details, refer to the policy on Employee Connect App/HRMS

Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment.

We welcome you and we are confident that you will contribute in building 24/7 Customer into a world-class organization.

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:38

Appointment Letter of 010105035 (Mohith Raj J)

Employee ID 010105035

15-Nov-2022

Name **Mr.Mohith Raj J**

Effective Date 11-Nov-2022

Level / Grade : L161
Designation : Advisor

Fixed Components	Salary Components						
	CTC Per Month (1 to 3 months)	CTC Per Month (4 to 12 months)	1st Year Per Annum	CTC Per Month (13 to 15 months)	CTC Per Month (16 to 18 months)	CTC Per Month (19 to 24 months)	2nd Year Per Annum
Basic	6,000	6,000	72,000	6,000	6,000	6,000	72,000
House Rent Allowance	2,400	2,400	28,800	2,400	2,400	2,400	28,800
Advance Statutory Bonus	1,248	1,248	14,976	1,248	1,248	1,248	14,976
Special Allowance	14,808	14,808	178,632	14,808	14,808	14,808	178,632
Total of Fixed components (I)	24,534	24,534	294,408	24,534	24,534	24,534	294,408
Benefits							
Provident Fund - Employer's Contribution	1,800	1,800	21,600	1,800	1,800	1,800	21,600
Medical Insurance	195	195	2,340	195	195	195	2,340
Life Insurance	50	50	600	50	50	50	600
Gratuity	289	289	3,468	289	289	289	3,468
Total of Benefits (II)	2,334	2,334	28,008	2,334	2,334	2,334	28,008
Variable Components							
Target Shift Allowance	-	-	-	-	-	-	-
Performance Incentive	-	-	-	-	-	-	-
ECOP A-	-	1,400	12,600	5,673	7,368	8,310	89,667
ECOP A	-	1,400	12,600	3,492	4,567	5,120	54,957
ECOP B	-	1,400	12,600	1,402	1,931	1,976	21,855
ECOP C	-	-	-	-	-	-	-
CTC With ECOP A+	26,868	28,268	335,016	32,741	34,248	35,186	412,083
CTC With ECOP A	26,868	28,268	335,016	30,360	31,435	31,998	377,373
CTC With ECOP B	26,868	28,268	335,016	28,270	28,799	28,844	344,271
CTC With ECOP C	26,868	26,868	322,416	26,868	26,868	26,868	322,416
Approximate Take home With ECOP A+	22,534	23,934	-	26,407	29,914	30,852	-
Approximate Take home With ECOP A	22,534	23,934	-	26,026	27,101	27,664	-
Approximate Take home With ECOP B	22,534	23,934	-	23,936	24,465	24,510	-
Approximate Take home With ECOP C	22,534	22,534	-	22,534	22,534	22,534	-
ESI - Employer's Contribution @ 3.25%	-	-	-	-	-	-	-
Broadband Reimbursement (Work From Home)	1,300	1,300	15,600	1,300	1,300	1,300	15,600
Self To Work (Work From Office)	3,300	3,300	39,600	3,300	3,300	3,300	39,600
Retention Bonus - Year 1 only - You are eligible for a one time retention bonus of Rs. 14,000 paid to you in 2 equal instalments along with 6th and 12th month salary provided you meet all the performance requirements	-	-	-	-	-	-	-
			Rs. 14,000 **				

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP


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

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:38

Appointment Letter of 010105035 (Mohith Raj J)

Benefits / Schemes	Description	Value
Advance Statutory Bonus	Statutory Bonus is applicable to those employee's whose basic salary is less than or equal to Rs. 21,000/- pm as per the payment of bonus (amendment) Act, 2015.	As applicable*
Target Shift Allowance	Rs. 1,760 is the maximum shift allowance you can earn in a month. Shift allowance pay-out will vary basis actual shift timings during the month, as per the policy. FLE Training starting between 6 am to 3 pm are not eligible for Shift Allowance.	As per Policy**
Production Incentive (EOPP)	As per Employee Cash Option Plan Policy of the company. The incentive is paid only if you meet all the performance requirements. The slabs are based on role / current program and subject to change in case of movement, internal policy changes, etc.	As per Policy**
Relief To Work (STWA)	Applicable as per 'Self to Work' Policy. This amount is paid only if employee opts for STW on HRMS and working from office. Actual payout will vary based on attendance for the month. This is not applicable for female employees working in shifts beginning and ending between 7pm to 7am.	As per Policy**
Company Transport	Company sponsored transport will be provided to employee from second day of FLE training (Residing in areas within the hiring radius as per company policy). Please update your address and contact details in HRMS. Employees who do not opt for company transport are eligible for STW (if applicable as per policy).	As per Policy**
Broadband Reimbursement	Applicable as per Broadband Reimbursement policy. This will be paid to you on actuals only if you are working from home.	As per Policy**
Group MediClaim Policy (GMC)	You are covered under the voluntary Group Medical Insurance Policy of the Company. It's the employee's responsibility to enroll dependents as per	Rs. 1,50,000 **
Group Insurance in Lieu of EDLI (Under PF)	An insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employee's term, to his Nominee/Family.	Rs. 6,02,000 *
Group Personal Accident (GPA)	You are covered under the voluntary Group Personal Accident insurance policy of the company.	Rs. 3,00,000 **
Group Term Life (GTL)	You are covered under the voluntary Group Term Life Insurance policy of the company.	Rs. 3,00,000 **
ESI	Processed as per Employees' State Insurance Act, 1948. ESI is applicable for employees whose actual gross income pm is less than or equal to Rs. 21,000/- . For calculation purposes we have taken fixed and Shift allowance to check the eligibility. If the actual gross earnings pm is more than Rs. 21,000, then the above mentioned ESI contribution will not be applicable. Employee's contribution - 0.75 % of actual gross salary including Shift Allowance and variable, STW (if applicable) etc will be deducted accordingly.	As applicable*
Gratuity & Provident fund	Processed as per the Payment of Gratuity Act 1972 & Employees' Provident Funds Act, 1952 respectively. PF contribution is based on min wages and capped at 12% of Rs. 15,000 pm (as applicable). Employee and employer will contribute accordingly.	As applicable*

* Benefits as per Statutory Laws is subject to change from time to time.

** These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

PAN Card, Aadhar Card and KAM number are statutory requirements. In case if you don't have a PAN card, please contact the HR.

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP


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

Signature (Not Verified)
SUSMITA MALIK
2022.11.15 23:38

Mr.Nanda Kishore C
Employee ID : 010104993
89 TCM roan road Bhakshi garden, cotton pet
Bangalore

Dear **Nanda Kishore C**,

Sub: Letter of Appointment

We are pleased to offer you the position of **Advisor L1G1** at 247 Customer PVT.LTD, Prestige Tech Platina, Kadubeesanahalli, Marathalli Outer Ring Road, Bangalore, with effect from 12-Nov-2022 on the following terms and conditions:

1. Accountability

You will report to the **Senior Director**.

2. Working Hours

You will be required to work eight hours a day and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed from time to time depending upon the exigencies of the business. As and when required by the Management, you shall work beyond the normal working hours and on your weekly off days and holidays, in accordance with the statutory provisions applicable.

3. Probation

You will be on Probation for a period of **12** month(s) with effect from **12-Nov-2022**. In the event of your not being able to attain the standards required for confirmation of your services, this period of probation may be extended by the Management. On completion of the Probationary period to the satisfaction of the Management, the Management will confirm your appointment in writing. If you do not receive such a confirmation letter at the end of the Probationary period, you will continue to be on probation till you receive the confirmation letter from the Management or till your services are terminated. Your services are liable to be terminated by the Management at any time during your Probationary period, including the extended period of Probation, if any, without notice and without any payment or compensation in lieu of notice and without assigning any reason thereof.


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

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:30

Appointment Letter of 010104993 (Nanda Kishore C)

4. Remuneration

As attached in the Annexure I. Please read the Annexure II for other details. On joining the company, as a prerequisite, you need to undergo and successfully complete the Foundation Level Training and Process Level Training. In the event of your inability to pass the same, your services are liable to be discontinued. In the event of your services being discontinued before completion of Foundation Level Training (FLT) for any reason whatsoever, you shall not be entitled to any salary, allowances or benefits of any kind for the period you were undergoing FLT. For any unauthorized absenteeism during the FLE/PLE stage, your services are liable to be discontinued from the very next day. Only exception allowed is on medical grounds, provided the trainer is intimated in advance. In the event of such authorized absence exceeding more than two days, you will be required to restart the program from the beginning.

5. Duties

You shall perform such duties and observe and conform to such directions as may be assigned or communicated to you by the Management or such officers who are placed in authority over you. You will also be responsible for control and supervision of the employees working under you if any. The Management will be within its rights to allot you additional jobs within your department or any other department to which you cannot raise any objection.

6. Address

You will keep the Management informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the Management will be deemed to have been served on you.

7. Benefits

You will be eligible for the benefits of leave, Provident Fund and Gratuity when applicable and as per the rules of the company in force from time to time.

8. Transfer

You have been appointed as **Advisor L1G1** but are liable to be transferred at any time on a temporary or permanent basis from one job to another, from one department to another in the Company. The transfer will not deem to constitute a change in your conditions of service.

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:30

Appointment Letter of 010104993 (Nanda Kishore C)

9. Retirement

You will retire on attaining the age of 60 years.

10. Notice Period

During the Training Period (Foundation Level Training & Process Level Training) your services can be terminated by giving one day notice on either side. After successfully completing the training and on regular work, your notice period shall be for one Month on either side.

11. Service Rules

You shall abide and be bound by the company's Service Rules, as these Service Rules will form part of this contract of employment. You will also carry out and abide by any instruction, House Rules and Office Orders issued by the Management from time to time. Your appointment and continuation in service is subject to satisfactory verification of your credentials, testimonials, etc., and not having concealed any material information from us or having given false particulars in your application.

12. Minimum Period of Employment

The company will be investing substantially in you, through an elaborate period of training so as to skill you for the job. A minimum period of productive utilization of these skills is mandatory. You are therefore required to commit to a period of Six Months of service from the date of joining.

13. Employee Undertaking

You will be required to execute an Employee Undertaking, as a part of the terms and conditions of your employment with the company. Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment. We welcome you and we are confident that you will contribute in building 24/7 Customer into a world-class organization.

14. Work from Home Guidelines

Work from Home option will be provided at the sole discretion of the Employer subject to Business requirement.

In case Work from Home option is enabled for you, you will be required to ensure the security of all information that is liable to be accessed by any untrusted sources. You will need to follow the below guidelines at all times to minimize the risk of losing important information:

- Follow Clean Desk policy
- Ensure home Wi-Fi routers are established with unique passwords
- Lock your computer when not in use/when you are on break
- Be vigilant to Social Engineering attempts to secure yourself and the company
- Do not post any information from your computer on Social Media
- Periodically reset your system and application passwords as per password policy guidelines
- Attendance during WFH will be through TimeOn application
- Do not use official laptop/desktop to connect unauthorized device
- Do not access any unauthorized website access.

Signature Not Verified

SUSMITA MALIK

11/15 23:30

[24]7.ai

- At all times ensure that you are abiding by all workspace monitoring guidelines and that there are no non-compliances such as follows:
 - Noncompliance to system usage guidelines like playing music, watching movie, etc.
 - Non-compliance to system usage guidelines like accessing customer's records without a need, adult content, saving sensitive information in any manner.
 - Non-adherence as per webcam guidelines like Not turning on the webcam, unplugging the webcam from the system, obstruction to avoid image capture, and/or improper positioning of the camera
 - Non-adherence to workspace compliance such as the presence of digital media, mobile, camera, writing material (even if not in use).
 - Non-compliance to workspace compliance like usage of any digital media, writing material, mobile, camera, physical absence at workspace, unauthorized person viewing customer interaction, impersonation, etc.
 - General access to the Internet for recreational use by immediate household members through the [24]7.ai. Network on personal computers is not permitted for any reasons. The employee is responsible to ensure that no family member violates any [24]7.ai policies, performs any illegal activities or uses the access for outside business interests. The [24]7.ai employee bears responsibility for the consequences should the access be misused.
 - It is the responsibility of [24]7.ai employees, with remote access privileges to [24]7.ai's corporate network to ensure that their remote access connection is given the same consideration as the user's on-site connection to [24]7.ai.

**Noncompliance to the above guidelines will come under the purview of Work from Home Code of Conduct guidelines

- If you are selected for Work from Home, your home will be an extension of your office. So, you will be required to follow the protocols given below:
 - Lock your doors
 - Be aware of your surroundings
 - Pay attention to your sight lines
 - Friends/family members must not be allowed to use your work devices

In order to ensure your physical and mental welfare in a work from home environment you are advised to follow the guidelines of Work from Home wellness Policy.

- For more details, refer to the policy on Employee Connect App/HRMS

Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment.

We welcome you and we are confident that you will contribute in building 24/7 Customer into a world-class organization.

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:30

Appointment Letter of 010104993 (Nanda Kishore C)

Employee ID 010104993

10-Nov-2022

Name **Mr.Nanda Kishore C**

Effective Date 12-Nov-2022

Level/Grade : L1G1
Designation : Advisor

Fixed Components	Salary Components						
	CTC Per Month (1 to 3 months)	CTC Per Month (4 to 12 months)	1st Year Per Annum	CTC Per Month (13 to 15 months)	CTC Per Month (16 to 18 months)	CTC Per Month (19 to 24 months)	2nd Year Per Annum
Basic	4,500	4,500	54,000	4,500	4,500	4,500	54,000
House Rent Allowance	1,800	1,800	21,600	1,800	1,800	1,800	21,600
Advance Statutory Bonus	1,206	1,206	14,472	1,206	1,206	1,206	14,472
Special Allowance	8,170	8,170	98,040	8,170	8,170	8,170	98,040
Total of Fixed components (I)	15,676	15,676	188,112	15,676	15,676	15,676	188,112
Benefits							
Provident Fund - Employer's Contribution	1,737	1,737	20,844	1,737	1,737	1,737	20,844
Medical Insurance	195	195	2,340	195	195	195	2,340
Life Insurance	50	50	600	50	50	50	600
Gratuity	216	216	2,592	216	216	216	2,592
Total of Benefits (II)	2,198	2,198	26,376	2,198	2,198	2,198	26,376
Variable Components							
Target Shift Allowance	1,760	1,760	21,120	1,760	1,760	1,760	21,120
Performance Incentive							
ECOP A+	-	1,400	12,600	5,873	7,390	8,318	89,667
ECOP A	-	1,400	12,600	3,492	4,367	5,130	54,957
ECOP B	-	1,400	12,600	1,402	1,931	1,976	21,855
ECOP C	-	-	-	-	-	-	-
CTC With ECOP A+	19,634	21,034	248,208	25,507	27,014	27,952	325,275
CTC With ECOP A	19,634	21,034	248,208	23,126	24,201	24,764	290,565
CTC With ECOP B	19,634	21,034	248,208	21,036	21,565	21,610	257,463
CTC With ECOP C	19,634	19,634	235,608	19,634	19,634	19,634	235,608
Approximate Take home With ECOP A+	15,368	16,758		21,197	22,693	23,624	
Approximate Take home With ECOP A	15,368	16,758		18,834	19,901	20,460	
Approximate Take home With ECOP B	15,368	16,758		16,760	17,285	17,329	
Approximate Take home With ECOP C	15,368	15,368		15,368	15,368	15,368	
ESI - Employer's Contribution @ 3.25%	509	509	6,108	507	507	507	6,084
Broadband Reimbursement (Work From Home)	1,300	1,300	15,600	1,300	1,300	1,300	15,600
Self To Work (Work From Office)	2,200	2,200	26,400	2,200	2,200	2,200	26,400

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP


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

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:30

Date: 15-Nov-2022

Mr.Ravishankar H
Employee ID : 010104861
no 86, 9th main, Ganesha block, Nandini layout, Bangalore 560096
Bangalore



Dear **Ravishankar H,**

Sub: Letter of Appointment

We are pleased to offer you the position of **Advisor L1G1** at 247 Customer PVT.LTD, Prestige Tech Platina, Kadubeesanahalli, Marathalli Outer Ring Road, Bangalore, with effect from 03-Nov-2022 on the following terms and conditions:

1. Accountability

You will report to the **Director**.

2. Working Hours

You will be required to work eight hours a day and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed from time to time depending upon the exigencies of the business. As and when required by the Management, you shall work beyond the normal working hours and on your weekly off days and holidays, in accordance with the statutory provisions applicable.

3. Probation

You will be on Probation for a period of **12 month(s)** with effect from **03-Nov-2022**. In the event of your not being able to attain the standards required for confirmation of your services, this period of probation may be extended by the Management. On completion of the Probationary period to the satisfaction of the Management, the Management will confirm your appointment in writing. If you do not receive such a confirmation letter at the end of the Probationary period, you will continue to be on probation till you receive the confirmation letter from the Management or till your services are terminated. Your services are liable to be terminated by the Management at any time during your Probationary period, including the extended period of Probation, if any, without notice and without any payment or compensation in lieu of notice and without assigning any reason thereof.

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

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:07

Appointment Letter of 010104861 (Ravishankar H)

4. Remuneration

As attached in the Annexure I. Please read the Annexure II for other details. On joining the company, as a prerequisite, you need to undergo and successfully complete the Foundation Level Training and Process Level Training. In the event of your inability to pass the same, your services are liable to be discontinued. In the event of your services being discontinued before completion of Foundation Level Training (FLT) for any reason whatsoever, you shall not be entitled to any salary, allowances or benefits of any kind for the period you were undergoing FLT. For any unauthorized absenteeism during the FLC/PLC stage, your services are liable to be discontinued from the very next day. Only exception allowed is on medical grounds, provided the trainer is intimated in advance. In the event of such authorized absence exceeding more than two days, you will be required to restart the program from the beginning.

5. Duties

You shall perform such duties and observe and conform to such directions as may be assigned or communicated to you by the Management or such officers who are placed in authority over you. You will also be responsible for control and supervision of the employees working under you if any. The Management will be within its rights to allot you additional jobs within your department or any other department to which you cannot raise any objection.

6. Address

You will keep the Management informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the Management will be deemed to have been served on you.

7. Benefits

You will be eligible for the benefits of leave, Provident Fund and Gratuity when applicable and as per the rules of the company in force from time to time.

8. Transfer

You have been appointed as **Advisor L1G1** but are liable to be transferred at any time on a temporary or permanent basis from one job to another, from one department to another in the Company. The transfer will not deem to constitute a change in your conditions of service.

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:07

Appointment Letter of 010104861 (Ravishankar H)

9. Retirement

You will retire on attaining the age of 60 years.

10. Notice Period

During the Training Period (Foundation Level Training & Process Level Training) your services can be terminated by giving one day notice on either side. After successfully completing the training and on regular work, your notice period shall be for one Month on either side.

11. Service Rules

You shall abide and be bound by the company's Service Rules, as these Service Rules will form part of this contract of employment. You will also carry out and abide by any instruction, House Rules and Office Orders issued by the Management from time to time. Your appointment and continuation in service is subject to satisfactory verification of your credentials, testimonials, etc., and not having concealed any material information from us or having given false particulars in your application.

12. Minimum Period of Employment

The company will be investing substantially in you, through an elaborate period of training so as to skill you for the job. A minimum period of productive utilization of these skills is mandatory. You are therefore required to commit to a period of Six Months of service from the date of joining.

13. Employee Undertaking

You will be required to execute an Employee Undertaking, as a part of the terms and conditions of your employment with the company. Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment. We welcome you and we are confident that you will contribute in building 24/7 Customer into a world-class organization.

14. Work from Home Guidelines

Work from Home option will be provided at the sole discretion of the Employer subject to Business requirement.

In case Work from Home option is enabled for you, you will be required to ensure the security of all information that is liable to be accessed by any untrusted sources. You will need to follow the below guidelines at all times to minimize the risk of losing important information:

- Follow Clean Desk policy
- Ensure home Wi-Fi routers are established with unique passwords
- Lock your computer when not in use/when you are on break
- Be vigilant to Social Engineering attempts to secure yourself and the company
- Do not post any information from your computer on Social Media
- Periodically reset your system and application passwords as per password policy guidelines
- Attendance during WFH will be through TimeOn application
- Do not use official laptop/desktop to connect unauthorized device
- Do not access any unauthorized website access.

Signature Not Verified

SUSMITA MAIBR

2024-11-15 23:07

[24]7.ai

- At all times ensure that you are abiding by all workspace monitoring guidelines and that there are no non-compliances such as follows:
 - Noncompliance to system usage guidelines like playing music, watching movie, etc.
 - Non-compliance to system usage guidelines like accessing customer's records without a need, adult content, saving sensitive information in any manner.
 - Non-adherence as per webcam guidelines like Not turning on the webcam, unplugging the webcam from the system, obstruction to avoid image capture, and/or improper positioning of the camera
 - Non-adherence to workspace compliance such as the presence of digital media, mobile, camera, writing material (even if not in use).
 - Non-compliance to workspace compliance like usage of any digital media, writing material, mobile, camera, physical absence at workspace, unauthorized person viewing customer interaction, impersonation, etc.
 - General access to the Internet for recreational use by immediate household members through the [24]7.ai. Network on personal computers is not permitted for any reasons. The employee is responsible to ensure that no family member violates any [24]7.ai policies, performs any illegal activities or uses the access for outside business interests. The [24]7.ai employee bears responsibility for the consequences should the access be misused.
 - It is the responsibility of [24]7.ai employees, with remote access privileges to [24]7.ai's corporate network to ensure that their remote access connection is given the same consideration as the user's on-site connection to [24]7.ai.

**Noncompliance to the above guidelines will come under the purview of Work from Home Code of Conduct guidelines

- If you are selected for Work from Home, your home will be an extension of your office. So, you will be required to follow the protocols given below:
 - Lock your doors
 - Be aware of your surroundings
 - Pay attention to your sight lines
 - Friends/family members must not be allowed to use your work devices

In order to ensure your physical and mental welfare in a work from home environment you are advised to follow the guidelines of Work from Home wellness Policy.

- For more details, refer to the policy on Employee Connect App/HRMS

Kindly sign and return to us a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment.

We welcome you and we are confident that you will contribute in building 24/7 Customer into a world-class organization.

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:07

Appointment Letter of 010104861 (Ravishankar H)

Employee ID 010104861

15-Nov-2022

Name **Mr.Ravishankar H**

Effective Date 03-Nov-2022

Level / Grade : L1G1
Designation : Advisor

Fixed Components	Salary Components						
	CTC Per Month (1 to 3 months)	CTC Per Month (4 to 12 months)	1st Year Per Annum	CTC Per Month (13 to 15 months)	CTC Per Month (16 to 18 months)	CTC Per Month (19 to 24 months)	2nd Year Per Annum
Basic	4,500	4,500	54,000	4,500	4,500	4,500	54,000
House Rent Allowance	1,800	1,800	21,600	1,800	1,800	1,800	21,600
Advance Statutory Bonus	1,206	1,206	14,472	1,206	1,206	1,206	14,472
Special Allowance	8,170	8,170	98,040	8,170	8,170	8,170	98,040
Total of Fixed components (I)	15,676	15,676	188,112	15,676	15,676	15,676	188,112
Benefits							
Provident Fund - Employer's Contribution	1,737	1,737	20,844	1,737	1,737	1,737	20,844
Medical Insurance	195	195	2,340	195	195	195	2,340
Life Insurance	50	50	600	50	50	50	600
Gratuity	216	216	2,592	216	216	216	2,592
Total of Benefits (II)	2,198	2,198	26,376	2,198	2,198	2,198	26,376
Variable Components							
Target Skill Allowance	1,760	1,760	21,120	1,760	1,760	1,760	21,120
Performance Incentive							
ECOP A+		1,400	12,600	5,873	7,380	8,316	89,067
ECOP A		1,400	12,600	3,492	4,667	5,130	54,957
ECOP B		1,400	12,600	1,402	1,931	1,976	21,856
ECOP C							
CTC With ECOP A+	19,634	21,034	248,208	25,507	27,014	27,952	325,275
CTC With ECOP A	19,634	21,034	248,208	23,126	24,201	24,764	290,565
CTC With ECOP B	19,634	21,034	248,208	21,036	21,565	21,610	257,463
CTC With ECOP C	19,634	19,634	235,608	19,634	19,634	19,634	235,608
Approximate Take home With ECOP A+	15,368	16,758		21,197	22,693	23,624	
Approximate Take home With ECOP A	15,368	16,758		18,834	19,901	20,466	
Approximate Take home With ECOP B	15,368	16,758		16,760	17,285	17,329	
Approximate Take home With ECOP C	15,368	15,368		15,368	15,368	15,368	
ESI- Employer's Contribution @ 3.25%	509	509	6,108	507	507	507	6,204
Broadband Reimbursement (Work From Home)	1,300	1,300	15,600	1,300	1,300	1,300	15,600
Self To Work (Work From Office)	2,200	2,200	26,400	2,200	2,200	2,200	26,400

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP


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

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:07

Appointment Letter of 010104861 (Ravishankar H)

Benefits / Schemes	Description	Value
Advance Statutory Bonus	Statutory Bonus is applicable to those employee's whose basic salary is less than or equal to Rs. 21,000/- pm as per the payment of bonus (amendment) Act, 2015	As applicable*
Target Shift Allowance	Rs. 1,760 is the maximum shift allowance you can earn in a month. Shift allowance pay-out will vary basis actual shift timings during the month, as per the policy. FLE Training starting between 6 am to 1 pm are not eligible for Shift Allowance.	As per Policy**
Production Incentive (ECCP)	As per Employee Cash Option Plan Policy of the company. The incentive is paid only if you meet all the performance requirements. The slabs are based on role / current program and subject to change in case of movement, internal policy changes, etc.	As per Policy**
Self To Work (STW)	Applicable as per 'Self to Work' Policy. This amount is paid only if employee opts for STW on HRMS and working from office. Actual payout will vary based on attendance for the month. This is not applicable for female employees working in shifts beginning and ending between 7pm to 7am.	As per Policy**
Company Transport	Company sponsored transport will be provided to employee from second day of FLE training (Residing in areas within the hiring radius as per company policy). Please update your address and contact details in HRMS. Employees who do not opt for company transport are eligible for STW (if applicable as per policy).	As per Policy**
Broadband Reimbursement	Applicable as per Broadband Reimbursement policy. This will be paid to you on actuals only if you are working from home.	As per Policy**
Group MediClaim Policy (GMC)	You are covered under the voluntary Group Medical Insurance Policy of the Company. It's the employee's responsibility to enroll dependents as per	Rs. 1,60,000**
Group Insurance in Lieu of EDLI (Under PF)	An insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employee's term, to his Nominee/Family.	Rs.6,02,000*
Group Personal Accident (GPA)	You are covered under the voluntary Group Personal Accident insurance policy of the company.	Rs.3,00,000**
Group Term Life (GTL)	You are covered under the voluntary Group Term Life Insurance policy of the company.	Rs.3,00,000**
ESI	Processed as per Employees' State Insurance Act, 1948. ESI is applicable for employees whose actual gross income pm is less than or equal to Rs. 21,000/-. For calculation purposes we have taken fixed and Shift allowance to check the eligibility. If the actual gross earnings pm is more than Rs. 21,000, then the above mentioned ESI contribution will not be applicable. Employee's contribution - 0.75% of actual gross salary including Shift Allowance and variable STW (if applicable), etc will be deducted accordingly.	As applicable*
Gratuity & Provident fund	Processed as per the Payment of Gratuity Act 1972 & Employees' Provident Funds Act 1952 respectively. PF contribution is based on min wages and capped at 12% of Rs.15,000 pm (as applicable). Employee and employer will contribute accordingly.	As applicable*

* Benefits as per Statutory Laws subject to change from time to time

** These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

PAN Card, Aadhar Card and PAN number are statutory requirements. In case if you don't have a PAN card, please contact the HR.

Sincerely,
for 24/7 Customer Pvt Ltd.,

Susmita Malik
VP


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

Signature Not Verified
SUSMITA MALIK
2022.11.15 23:07



Offer: Computer Consultancy
Ref: TCSL/DT20218740721/Hyderabad
Date: 21/11/2021

Mr. Sheikh Ahamed
#2201st Cross, Sampige Road,
Near Water Purifier Tank,
Bengaluru-560058,
Karnataka.
Tel# -

Dear Sheikh Ahamed,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

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Registered Office: Narima Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Career Service Line: 1 800 209 8111 Email: careers@tcs.com



BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹3,180/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹0/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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

PERFORMANCE PAY

Monthly Performance Pay

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

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

2. Higher Hospitalisation

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

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

Maternity Leave

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

Loans

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

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

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

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Training Period

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

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

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

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

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

3. Working Hours

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

4. Mobility

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

5. Compensation Structure / Salary components

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

6. Increments and Promotions

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

7. Alternative Occupation / Employment

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



8. Confidentiality Agreement

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

9. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

10. Service Agreement

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

11. Overseas International Assignment Agreement

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



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

12. Terms and Conditions

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

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

15. Retirement

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

16. Pre-employment Medical Certificate

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



qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

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

18. Background Check

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

19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

20. TCS Xperience Program

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

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

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

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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

23. Compliance to all clauses

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

24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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

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GROSS SALARY SHEET

Annexure 1

Name	Sheikh Ahamed
Designation	Graduate Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	7,950	95,400
Bouquet Of Benefits #	4,343	52,110
2) Performance Pay		
Monthly Performance Pay	1,500	18,000
3) Annual Components/Retirals		
Health Insurance***	NA	4,000
Provident Fund	954	11,448
Gratuity	382	4,589
ESI Contribution##		5,379
Total of Annual Components & Retirals	1,336	20,037
TOTAL GROSS	15,129	1,90,926

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

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

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

Component Category	Monthly	Annual
House Rent Allowance	3,180	38,160
Leave Travel Assistance	663	7,950
Food Card	500	6,000
Personal Allowance	0	0
GROSS BOUQUET OF BENEFITS	4,343	52,110

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Annexure 2

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

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

November 26, 2021

HRD/2T/1002447242/21-22

Mr. Sheikh Ahamed
#220, 1St Cross, Bassapana Katte
Rajgopal Nagar, Peenya 2Nd Stage
Bangalore-560058
India

Ph: +91-9008787254

Dear Sheikh,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
<richard_lobo@infosys.com> Validity Unknown

Digitally signed by Richard Lobo
Date: 2021.11.26 13:23:20 IST
Reason: Digitally Signed
Location: Bangalore


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of Science, Arts & Commerce
Bengaluru-560 009.

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

November 26, 2021

HRD/1002447242/21-22

Mr. Sheikh Ahamed
#220, 1St Cross, Bassapana Katte
Rajgopal Nagar, Peenya 2Nd Stage
Bangalore-560058
India

Ph: +91-9008787254

Dear Sheikh,

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

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **27-Dec-2021**.

Location

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

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

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

Training

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

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

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

Transfer

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

Agreement

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

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

Passport and Driving License

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

Compensation and Benefits

Salary

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

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

Ex - Gratia / Bonus

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

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

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR **500,000** per annum.

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

Notice Period

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

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

Background Checks

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

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

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

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

Other Terms and Conditions

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

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your graduation, without any active backlog papers. Your simple average should not be less than what was specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

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

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

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

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

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

ANNEXURE - I
(Compensation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Sheikh Ahamed			
ROLE	Operations Executive			
ROLE DESIGNATION	Operations Executive - Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY				13,582
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)				2,580
MONTHLY GROSS SALARY				16,162
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)				136
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,630
GRATUITY - 4.81% of Basic Salary*				653
FIXED GROSS SALARY (1+2+3)				18,581
TOTAL GROSS SALARY				18,581
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				
Employee State Insurance ("ESI") may be applicable to employees as per the applicable statutory regulations. If ESI is applicable, the employee and the employer will contribute towards ESI as per the provisions of the ESI Act, 1948.				


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Bengaluru-560 009.



Date: 16-Jul-2021

To,
Shiva Kumar C
Location: Bangalore
Email id: shivuarjun776@gmail.com
Mob no.: 8884318483

Dear Shiva Kumar,

Sub: Offer Letter

We are pleased to offer you the position of “**Trainee Engineer**” on deputation with our client **Wep Solutions Ltd** for a fixed period of employment. This assignment is purely a contractual assignment from **16-Jul-2021 to 15-Jul-2022**.

We are enclosing the details of the salary package, payable to you.

As per the terms discussed, a formal Appointment Letter will be issued on furnishing the details mentioned below:

- CV and 4 passport size photographs
- Aadhaar Card and PAN Card Copy (Mandatory)
- Previous UAN no & ESIC No. (Mandatory)
- Address Proof & Proof of age
- Certificate of Educational Qualifications
- Experience Certificates from previous employer
- Release from previous employer
- A copy of your present salary slip and 2 references with telephone and e-mail contact.

Kindly note this offer is subject to your furnishing the above mentioned supporting documents and affirmative reference check response. In case you fail to do so or if we find any of the documents submitted are false then this offer will become invalid and stands withdrawn.

This offer is open up to Ten days from the issuance of this offer letter and will stand withdrawn thereafter automatically

Kindly sign the duplicate copy of this letter as a token of your acceptance.

With Warm Regards,

For **Lobo Staffing Solutions Pvt. Ltd**



Authorized Signatory


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

Regd. Office : 212, 2nd Floor, Prabhadevi Estate, Veer Savarkar Marg, Prabhadevi, Mumbai - 400 025.
Tel: +91-22-6629 7800 / 81, Fax: +91-22-2436 4352 • www.lobostaffing.com • CIN : U74140MH1996PTC102649

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Annexure: I

Name : Shiva Kumar C
Designation : Trainee System Administrator
Start Date : 16/07/2021
End Date : 15/07/2022
Location : Bangalore

SALARY COMPONENT	Monthly Amount	Annual Amount
BASIC+DA	15750	189000
ADVANCE BONUS	1312	15743
GROSS SALARY (A)	17062	204743
Variable	1972	23664
STANDARD GROSS SALARY (B)	19034	228407
<u>Benefits: (C)</u>		
PF EMPLOYER (13%)	1950	23400
ESIC EMPLOYER (3.25%)	555	6660
INSURANCE & OTHER CHARGES.	150	1800
COST TO COMPANY (B+C)	21689	260267
<u>Deductions: (D)</u>		
PF EMPLOYEE (12%)	1800	21600
ESIC EMPLOYEE (0.75%)	128	1536
PROFESSION TAX	200	2400
FIXED TAKE HOME (A-D)	14934	179207
VARIABLE TAKE HOME (B-D)	16906	202871

**The Basic shown in the Salary Structure enclosed is inclusive of the Minimum payable Dearness Allowance declared by the State Government.

**Professional Tax will deduct as applicable

For Lobo Staffing Solutions Pvt. Ltd



Authorized Signatory


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

I hereby accept the above-mentioned terms and conditions.

Name:

Signature:

Date:



HRD InfosysBPM1002666942

October 27, 2021

Mr. Sai Anubareesh
935, Virgo Nagar post near Milk societies
Koramangla
Bangalore-560049
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Sai,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

a) Role	: Process Executive
b) Role designation	: Process Executive
c) Job Level	: 2B
d) Date of joining	: 29-October-2021
e) Location of posting	: BANGALORE, KARNATAKA, India
f) Gross salary per month	: Rs. 19798/-

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BCI streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 1.

All allowances are payable as per the policies of the Company, which are subject to change from time to time.

Yours faithfully,

✓
8/12/2021
PRINCIPAL
Sri Jagadguru Renukacharya College
of Science, Arts & Commerce
Bengaluru-560 009.



2. Joining Bonus

You will be paid a joining bonus of Rs. 1000 with your 2nd month's salary.

3. Submission of documents

Ms. Kavyashree A
Bangalore
Bangalore
Bangalore: 560009
India

STRICTLY PRIVATE & CONFIDENTIAL

Dear Kavyashree,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

a) Role	: Process Executive
b) Role designation	: Process Executive
c) Job Level	: 2B
d) Date of Joining	: 29 October 2021
e) Location of posting	: BANGALORE, KARNATAKA, India
f) Gross salary per month	: Rs.19798/-

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

a) Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BFF streams.

b) Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 1.

All allowances are payable as per the policies of the Company, which are subject to change from time to time.

Page 3 of 3

Infosys BPM Limited

✓
8/24/2021
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of Science, Arts & Commerce
Bangalore-560 009.

Infosys
BANGALORE - 560 009

2. Joining Bonus

You will be paid a joining bonus of Rs. 10000 with your 2nd month's salary.

3. Submission of documents

You are required to submit originals and two photocopies of the following documents, joining the Company. In case of any discrepancy found in the documents details furnished, it

HRD/InfosysBPM/1002564335

29-October-2021

Mr. RAJENDRA PRASAD.S

Magadi Road

STRICTLY PRIVATE & CONFIDENTIAL

Dear RAJENDRA PRASAD.S,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"). We are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

a)	Role	:	Process Executive
b)	Role designation	:	Process Executive
c)	Job Level	:	2B
d)	Date of Joining	:	03-November-2021
e)	Location of Posting	:	Bangalore
f)	Gross Salary per month	:	Rs. 19798/-

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

• Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.

• Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

8/11/2021
PRINCIPAL
Sri Jagadguru Renukacharya College
of Science, Arts & Commerce
Bengaluru-560 009.



Dept. of CS SJRC <sjrc.cs@gmail.com>

Infosys offer letter


1 message

Sumanth Devadiga <sumanthtrasi@gmail.com>
To: sjrc.cs@gmail.com

Fri, Sep 24, 2021 at 11:58 PM

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

From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>
Date: Mon, 23 Aug, 2021, 8:35 am
Subject: Infosys Off-campus Recruitment Drive: Congratulations! You have a job offer
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

 cid:image003.png@01D797F7.CE270920

Hello!

Thank you for participating in our off-campus recruitment drive.

Congratulations! You have cleared the interview round to receive a final job offer for Operations Executive role. The compensation for this role is INR 2.2 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

You will soon hear from us about the next steps of the process.

In case of any queries, please contact your placement office or to write to us at talent.acquisition@infosys.com. Infosys off-campus recruitment drive related queries sent to any other Infosys email address will not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition
Infosys

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Bengaluru-560 009.

2 attachments



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HRD/InfosysBPM/1002667267

14-October-2021

Mr. Manikanta a jannu

Sanjaynagar hebbal

STRICTLY PRIVATE & CONFIDENTIAL

Dear Manikanta a jannu,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Company"), we are pleased to make you an offer of employment with the Company on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

You will devote the whole of your time and attention to the business of the Company and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Company in all matters and will observe the utmost good faith towards the Company and keep secret all information, which you may obtain with regard to the business and affairs of the Company.

- | | | |
|---------------------------|---|-------------------|
| a) Role | : | Process Executive |
| b) Role designation | : | Process Executive |
| c) Job Level | : | 2B |
| d) Date of Joining | : | 19-October-2021 |
| e) Location of Posting | : | Bangalore |
| f) Gross Salary per month | : | Rs. 19798/- |

Please refer to the Appendices to this letter for details of your CTC and other allowances.

1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

- Voice Allowance - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.
- Shift Allowance - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 3.

All allowances are payable as per the policies of the Company, which are subject to change from time to time

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.

8/14/2021
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Bangalore-560 089.

3. Submission of documents

You are required to submit originals and two photocopies of the following documents on the date of joining the Company. In case of any discrepancy found in the documents/details furnished, the company reserves the right to revoke the offer letter/terminate your employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10 th standard marks card*	Mandatory
2	12 th Standard marks card*	Mandatory
3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 numbers (mandatory)
6	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
7	Post graduate mark cards* and certificate(if applicable)	Mandatory
8	NSR registration number or ITPIN number or web registration number	Mandatory
9	Passport**	Optional
10	Driving License	Optional
11	ID Proof - One ID proof issued by the Govt. of India - Driving license /Passport/PAN Card/Voter's ID	Mandatory
12	Aadhar Card***	Mandatory

* Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned to you post verification. Under situations where the employee works for a client which needs the employee to furnish details on his past employments, the same will need to be provided.

** The Company reserves the right to initiate background verification (BGV) for all employees.

*** Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee's Provident Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.



Date: December 07, 2021

Dear Shashidhar P,

Subject: Provisional Offer of Employment

In continuation of our discussions, based on your candidature and performance during the selection process, Zolostays Property Solutions Pvt. Ltd. (Zolo) is pleased to extend the following offer of employment to you:

Position/Title:	Associate
Date of Joining	December 09, 2021
Location:	Bangalore

Total CTC:Your all-inclusive annual CTC of Rs. 271150 will be payable in accordance with the Company's standard payroll practice and subject to applicable withholding taxes and other deductions in case applicable. The detailed break-up of the pay structure and applicable policies will be provided along with the employment agreement, at the time of joining.

We look forward to your acceptance of the offer and to a mutually beneficial and enduring relationship. Kindly confirm your acceptance of this offer letter by sending a reply email stating "I accept the offer" within 48 hours. Please note that upon expiry of 48 hours, this offer would stand automatically terminated unless and until otherwise communicated.

Please note that once we receive your acceptance, we will start your background verification process and you will receive a mail from our Background Verification team, for the same. The execution of your employment agreement and confirmation of employment is subject to clearance from our Background Verification team and completion of other formalities as per the company policy.

Zolostays Property Solutions Pvt. Ltd.,



Neha Kumari, Senior Manager - HR

8/12/2021
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Bengaluru-560 009.

ZOLOSTAYS PROPERTY SOLUTIONS PRIVATE LIMITED

☎ 888 010 8010
🌐 www.zolostays.com
CIN U74900KA2015PTC080643

Registered Address
1190, 22nd Cross Rd, Sector 3, HSR Layout,
Bengaluru, Karnataka 560102



APPOINTMENT LETTER

24 December, 2021

Dear **Kishore Kumar. S,**

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:


1. Your initial place of work will be at **IN-Bengaluru**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 86000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.


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Bangalore, Karnataka

ANNEXURE IV

CONSENT FOR RANDOM OR REASONABLE SUSPICION DRUG TEST

I am aware that Wipro has a policy which stipulates that employees while at work cannot be under the influence of any narcotic drugs, psychotropic substances and/or alcohol so as to ensure a healthy work force. To ensure the adherence of this policy, Wipro might be required to collect specimen of employee's hair, urine, blood, or any other relevant bodily sample, as may be required (hereinafter the "Sample") and submit it for drug test screening (hereinafter "Test").

I hereby **Kishore Kumar. S**, consent to allow Wipro Limited (hereinafter "Wipro") to collect Sample from me for the Test.

In furtherance of the above stated:

1. I understand that the Test shall be conducted on random basis without any prejudice to anyone.
2. I authorize Wipro to share the Sample with Wipro's authorized vendor for the purpose of processing the Sample and making the result available to Wipro.
3. I understand that Wipro provides adequate security measures to safeguard the information resultant from the Test and all other personal data associated with it.
4. I understand that neither Wipro nor any authorized third party under clause (3) above shall retain the data collected in respect of the Test for period no longer than as required for statutory purposes and the data shall be suitably destroyed thereafter.
5. I understand that Wipro is entitled to initiate suitable actions against me including but not limited to disciplinary action based on the Test results.
6. I understand that Wipro may notify and publish the information resultant or ancillary to the Test if obliged under law to do so.

Name: Kishore Kumar. S

Signature: E-Signature Signature


Place: IN-Bengaluru

Date: E-Signature Date

For more details please refer to the policies on **myWipro > App Store > Information > My Policies > India**

ANNEXURE I

Name	Kishore Kumar. S
Designation	Associate
Date Of Joining	27 December, 2021
Level	AA
Basic	86000
House Rent Allowance	43000
Bonus	17200
WBP	43046
PF	15466
Gratuity	4137
ESI	6151
Target Cost To Company (per Annum)	215000


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It is understood that your date of joining **Wipro Limited**, will not be later than **27 December, 2021** failing which this offer will automatically stand revoked without any further notice. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.

**Yours faithfully,
For Wipro Limited.**




Sandesh Kumar
General Manager - Talent Acquisition

I accept the terms of this letter.

Signature: E-Signature Signature

Date: E-Signature Date

Name: Kishore Kumar. S



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of Science, Arts & Commerce
Bangalore-560 009.



February 22, 2022

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore – 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Ramya R

We are pleased to offer you the position of Practitioner – Finance and Administration Delivery, in band 3 at IBM India Pvt Ltd(IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.


Acceptance and Commencement

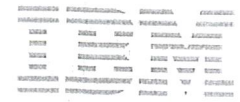
Your appointment will be effective on your joining date, i.e March 3, 2022. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045. You will meet with your Onboarding Specialist who will assist you with your joining formalities. If you have questions about your First Day Start Paperwork, send a mail to pronboar@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms & Originals (iv) Aadhaar number (If you do not have one, please apply immediately and provide the enrolment number on the day of onboarding). This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities. Please note that Aadhaar is currently not mandatory for employees who do not hold an Indian passport, hence please notify us in advance if you fall within this category (v) Two sets of photocopies of the following mandatory documents:


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Bangalore 560 069.



IBM CONFIDENTIAL

ANNEXURE A


DATE	February 22, 2022		
NAME	Ramya R	BAND	3
DESIGNATION	Practitioner – Finance and Administration Delivery	LOCATION	Bangalore
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		70000	
Annual Reference Salary		250000	

3. Retirals	
a) Provident Fund (PF)	21600
b) Gratuity @ 4.8%	8640
Annual Reference Salary + Retirals	280240
4. Performance Linked Variable Pay	0 to 27600
5. Annual Potential Compensation	Annual Reference Salary + Retirals + Performance Linked Variable Pay

*Company currently has performance linked variable pay program with performance measured against criteria announced at monthly or quarterly frequency. This forms a part of the variable earnings and actual earnings & frequency of payment will be as per the defined Company Policies. The management reserves the right at its discretion to modify/amend/withdraw/continue with the program.

All salary components may be subject to restructuring or modification based on IBM policies.

OTHER BENEFITS:


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 Bengaluru-560 009.



November 9, 2021

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

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

Dear Arun kumar R,

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

Welcome to WILP!

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

The duration of the academic program shall be 48 months from the **date of enrolment for academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

A handwritten signature in blue ink, appearing to read "Arun Kumar R.", is written over a horizontal line.

A green ink signature, appearing to read "Sri Jagadguru Renukacharya", is written over a horizontal line.

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Bengaluru-560 009.

Aparna Shailen
General Manager - Human Resources

Endorsement

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

Terms & Conditions of Scholarship

1. PROFILE:

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

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **INR 12, 00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **Rs.14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs 2, 00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (INR Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at **0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth year scholarship will continue until completion of your M Tech program.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of INR 1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship at the beginning of the semester. The allowance will be subject to tax. Book allowance is applicable only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be viewed in the policy section on the WILP portal

4. Training Agreement:

- i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. Technical Class Room training will be for a period of 1.5 months and practical experience and training will be for the next 58.5 months. The Company invests on your behalf for the cost of the training. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever, before the completion of 60 months from the date of joining, the training expenses of Rs. 75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

5. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent

Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

6. Regulations of Academic study:

- i. You will be enrolled for M Tech program with a renowned institution (“University”) that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.
- iv. You will not be able to change Specialization track after enrolment.
- v. Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work / dissertation in your final semester. This will enable you to advance your professional capabilities by applying concepts and techniques in projects.
- viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.
- ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
- x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm
- xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
- xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
- xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.
- xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.
- xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
- xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
- xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure

- xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
- xix. The 8th semester of study is fully devoted for dissertation / project work
- xx. If a Scholar trainee's CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation
- xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
- xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
- xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.
- xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time, strict action will be taken and the decision of the WILP Team / faculty / University would be final and binding.
- xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.
- xxvi. On successful completion of the study, you will be eligible to receive the M. Tech degree from the collaborating University, in recognition of your successfully completing the course.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.
- xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M. Tech degree program. Scholar trainees being students of the WILP, are not entitled for the issuance of any experience letter in case they discontinue the WILP for what so ever is the reason. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity

7. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head / Manager of WILP Academy
- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

- c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
- d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

8. OBLIGATION AND RESPONSIBILITIES:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.
- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

9. CONFIDENTIALITY:

- i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations

or non-compete agreements that would prevent you from working without limitation for Wipro.

10. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

11. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

12. Misconduct:

- i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled, without any notice or payment of scholarship in lieu of notice notwithstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.
- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

13. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one month's (30 days) notice or one month's scholarship/stipend in lieu of notice.

14. Study Hours:

- i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.
- ii. Normally, your "Project work" would be from 8:30am to 6:00pm from Monday to Friday. There shall be a 45 minutes lunch interval.
- iii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.
- iv. The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.

- v. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions).

15. General:

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

16. On Completion/Cancellation of Academic Program:

- i. On Completion of the academic program or cancellation of your enrolment, as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.
- iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

17. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,

For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Arun kumar R, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

- a. validating my application form and retaining records on the same for any future reference/verification;
- b. processing my application form including background verification checks;
- c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"PINNACLE" a behavioral skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- i. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- i. You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.
- ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

- iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Accept Decline

Signature Arun kumar R 9/11/2021 6:28 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

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