

Ref: 793553/1907102/ELTP

07-JUL-2021

Mr. Muralidhar Udayaravi Kulkarni
Mugalkhod (Kar) - 591235
Mobile: 8050692015

Subject: Offer of Appointment

Dear Mr. Muralidhar Udayaravi Kulkarni

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

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



7. You are required to sign a **service bond (Draft at Annexure J)** with our organization for a sum of **Indian Rupees 1,00,000/- (Rupees One Lakh Only)**. As per the bond you will be required to serve the Company for a minimum period of **2 years** from the date of your joining. In case you fail to submit the service bond on the date of joining or such other extended timeline informed to you, the Company reserves the right to terminate your employment by giving a seven days' written notice to you. In case you are not posted at your home town, you are entitled to a one-time settlement allowance not exceeding **INR15,000/- (Rupees Fifteen Thousand Only)** towards travel & movement of baggage, initial hotel accommodation and deposit for residential accommodation at the place of initial training and subsequent posting on production of relevant receipts / lease agreement. The Company shall recover the resettlement allowance in case of cessation of service within 2 year from date of joining. Subsequent to your initial training if you are posted outside your training location you are eligible to claim the travel expenses only as per the travel policy of the Company.
8. Your employment with us will be governed by terms and conditions as specified in **Annexure C**.
9. You are required to join on **08-JUL-2021** at the address mentioned in the below Paragraph for training. This Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. The location of posting would be communicated to you upon successful completion of training.
10. You are requested to report to **Navya Thandaveshwara** at **9:00 AM** to complete the joining formalities at **TECH MAHINDRA, SITE NO.44(P), 46(P), KIADB INDUSTRIAL AREA, ELECTRONIC CITY, PHASE - II, BENGALURU 560100**. At the time of joining, you are expected to carry originals of the documents as per **Annexure D** and to submit the copies of the same to the HR Team.
11. Please note that this Offer is subject to your background check report being found without any discrepancy either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
12. Kindly confirm your acceptance of this offer of appointment to **campusjoining@techmahindra.com** by **08-JUL-2021**.

For Tech Mahindra Limited



Venkat Paturi

Head - Resource Management Group

Encl: Annexure-A & B (Salary Structure, Annexure-C Important / Indicative Terms & Conditions of Employment, Annexure-D Check List of Documents, Annexure-E Confidentiality Agreement, Annexure-F Medical Self Declaration, Annexure G Intellectual property Assignment, Annexure-H ? General Covenant, Annexure - I Acknowledgement, Annexure J Indemnity bond

Date: 07/07/2021

Signature:

Muralidhar Udayaravi Kulkarni

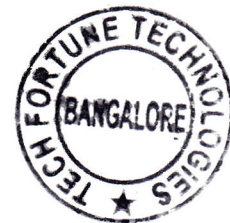
Ref No- TFT/CAMP/073

Name: Muralidhar U Kulkarni

Date: 16-11-2019

Offer Letter

We are Happy to inform you that you have been shortlisted in our screening process conducted at HIT Nidasoshi. Training in our incubation centre starts from July 18th 2020 onwards. On the day of joining we would explain complete program with schedule in detail



Terms and Conditions

- We do not charge for the complete training which takes around 3 months.
- Based on your training performance company will be offering job .
- We do not charge any of the interviews and placement activities conducted from Tech Fortune Academy End.
- The Training Depends on Tech fortune Management Decision End **Manual Testing or Core Java or Dot Net or Embedded.**
- No Other Additional Subjects/ Courses are included in this Program.

Below Are the Rules for Placement Activity:

1. You should have 95% of classroom and Practical attendance of all training sessions conducted from Tech Fortune Academy End.
2. Should be ready to relocate to any of the following cities based on for job / Interviews(Bangalore/Hyderabad/Chennai/Delhi/Pune/Mumbai)
3. Should complete assignments on given time from the faculties.
4. Need to give every day presentations.
5. **Bring this offer letter on the first day along with all semester marks cards (Original and Attested Photocopies) .10th /12th / and any government ID proof document.**

This offer is valid only till 18th July 2020.If you come on any other date. Free training will not be valid. You may have to pay the fees and attend the training.



Yours Faithfully,
For Tech Fortune Technologies

Mallikarjun. V.S
(Operation – Head)