



## APPOINTMENT LETTER

**2 June, 2022**

**Dear Pooja Krishna Karangale,**

**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-KA-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 4 LPA. 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.**

**4. Leaves:**

**You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.**

**5. Term:**

**Employment period shall commence on 3 June, 2022 and You will join as a confirmed employee.**

- 1. Your employment with the Company shall be terminable, without reasons, by either party giving two-months notice .The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time. .**
- 2. During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function or there is no suitable role available for you based on company requirement, the company reserves the right to terminate your employment in accordance with the bench policy. If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily abandoned your services. In such a case, your employment with Wipro will stand terminated. In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation**

**6. Retirement:**

**You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.**

## **7. Confidentiality:**

- 1. During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.**
- 2. During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.**
- 3. You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.**
- 4. You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.**
- 5. You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.**
- 6. You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.**
- 7. You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.**
- 8. You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes,**

**plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.**

**You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.**

## **8. NONCOMPETE**

**In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to information of key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation**

**9. Whilst employed by the company, you:**

- 1. Will not engage in any external activities of a commercial nature**
- 2. Will not engage in any activity of a non-commercial nature without prior written approval of the Company.**
- 3. Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.**
- 4. Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.**
- 5. You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.**
- 6. Will maintain best standards of personal health and should necessarily be medically fit to perform your duties**

## **Other Provisions**

- 1. Language. This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.**
- 2. Governing Law. This appointment shall be governed by and interpreted in accordance with the laws of India.**
- 3. You shall be governed by the "Service Agreement" as applicable to you**

**It is understood that your date of joining Wipro Limited, will not be later than 3 June, 2022 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: Pooja Krishna Karangale

## **ANNEXURE I**

<b>Name</b>	<b>Pooja Krishna Karangale</b>
<b>Designation</b>	<b>Associate</b>
<b>Date Of Joining</b>	<b>3 June, 2022</b>
<b>Level</b>	<b>AA</b>
<b>Basic</b>	<b>4 LPA</b>
<b>House Rent Allowance</b>	<b>43000</b>
<b>Bonus</b>	<b>17200</b>
<b>WBP</b>	<b>43046</b>
<b>PF</b>	<b>15466</b>
<b>Gratuity</b>	<b>4137</b>
<b>ESI</b>	<b>6151</b>
<b>Target Cost To Company (per Annum)</b>	<b>-</b>

## **ANNEXURE II**

### **CONFLICT OF INTEREST**

**Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealing with the suppliers, customers and all other organizations or individuals doing or seeking to do business with Wipro.**

**Noted below are a few examples of 'conflict of interest':**

- 1. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises securities in widely held corporations which are quoted and sold on open market or the interest is not material.**
- 2. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become the contractor, supplier or customer, except with the knowledge and consent of top management.**
- 3. For an employee to serve as an officer, director or in any other management capacity or as consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.**
- 4. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.**
- 5. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services, excessive entertainment and travel or gifts of more than nominal value from any individual or organization, doing or seeking to do business with the company.**

**I have read and understood the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform top management.**



## **ANNEXURE III**

### **PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT 2000**

**I Pooja Krishna Karangale, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') for the following purposes:**

- 1. Validating my Curriculum Vitae and retaining records on the same for any future reference/verification**
- 2. Processing my job application including background verification checks and medical checks**
- 3. Employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.**

**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.**

**Name: Pooja Krishna Karangale**

**Signature: E-Signature Signature**

## 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 Pooja Krishna Karangale, 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: Pooja Krishna Karangale**

**Signature: E-Signature Signature**

**Place: IN-KA-Bengaluru**

**Date: E-Signature Date**

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



**ASHOK LEYLAND LIMITED**

**SUBJECT: - CONFIRMATION LETTER**

**DEAR CANDIDATE,**

Consequent to the review of your performance during your interview round held on with HR Department. We have the pleasure in informing you that, you have been placed as a trainee.

All the terms and conditions as discussed in your interview (described below) remain unchanged till further written confirmation.

All the other terms and conditions as detailed in your joining letter remain un-changed, we look forward to your valuable contributions and wish you all the very best for a rewarding career with the organization.

The Company will be offering you annual fixed compensation of **(INR 3.5 Lakh)**. This Amount does not include allowance and statutory benefits and will be structured in accordance with the Company's Compensation Guidelines. The Designation and Job location will be fixed by **ASHOK LEYLAND LIMITED**

At the time of reporting, you will come along with photo-copies of all required documents.

**REQUIRED DOCUMENTS BY THE ASHOK LEYLAND LIMITED**

- 1) Formal Photograph.
- 2) ID Proof
- 3) Qualification Certificates.
- 4) Experience Proof. (IF ANY)
- 5) Security Submission Proof.

You have to complete your Document Verification Security **Rs.8, 100/-**-(Eight Thousand one hundred rupees only) in favor of company HR department. This payment covers; convince Interview, Courier, accommodation, insurance, Processing & Maintenance charges. The **Refundable** caution amount deposit of **Rs.8, 100/-** should be paid through any **Nationalized Bank**, Branch closer to you to our [\*\*ASHOK LEYLAND LIMITED\*\*](#).

HR accounting officer in charge of receiving payment of security deposit from Selected candidates.

NAME	POOJA KRISHNA KARANGALE
DESIGNATION	JUNIOR ENGINEER IN PRODUCTION DEPARTMENT
OFFEREING SALARY	25,000/- per month + Incentive(3.5 lakh annually)
ACCOMMODATION	HOSTEL + CAB + FOOD
LOCATION	HUBBALI, KARNATAKA

(\*3 MONTHS TRAINING PERIOD: 20, 000/- per month + Accommodation).

**ADDRESS- Shirur Park, Vidya Nagar, Hubballi, Karnataka 580031**

**JOB DESCRIPTION:-**

**BUSINESS:-**

Sales division (USA and overseas), logistics, public relations, financial and accounting, HR and general affairs, product planning, procurement, etc.

**ENGINEER:-**

Research, product development (design, experiment), production technology, quality control, service (technical sales), product planning, procurement, information technology, production control, etc.

**JOB CATEGORY BUSINESS ENGINEER**

**CAREER PATH-**

**ASHOK LEYLAND LIMITED** conducts human resource development program based on the long-term employment. **ASHOK LEYLAND LIMITED** creates a six-year training plan for each employee to acquire a multi-skill in order to be able to work around the world, not only in U.S.A.

Salary

[Actual Results in 2013]

2.41 to 7.2 PA

## **BENIFITS-**

### **BENIFIT PROGRAMMES:**

Info systems mutual aid association, employees sales, employee stock ownership plan, employee savings deposits, asset-building-system, corporate pension funds, etc.

### **WELFARE FACILITY:-**

Dormitory, corporate housing, athletics ground, childcare facilities, gymnasium, recreation center, corporate membership facilities

Hope it will be fine with you.



**MR. VIPIN SONDHI**

**(MANAGING DIRECTOR)**

**MR.SUNIL MISHRA**

**HUMAN RESOURCE- HEAD OF DEPARTMENT**

**ASHOK LEYLAND LIMITED**

**CIN: L34101TN1948PLC000105**

**1, Sardar Patel Road, Guindy Chennai - 600 032**





**PENTAGON SPACE**  
*Mastering The Future*

## CSR Campus Drive -2020

Dear Pooja Karangale

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2020 Batch. We are glad to inform you that you have cleared all the interview processes and further you are entitled to be one among the trainee for our CSR Batch.

With regards to this program we would like to inform that you are now eligible to get trained on our "UNIFIED COURSE" at Pentagon Space after successful completion of your Graduation. Adding to the benefits, you get

- 1.500hrs of Unified Course worth INR 50,000/- for free inclusive of study materials.
- 2.Placement support till you get placed.
- 3.Depending on your performance in the interview, the average Salary package would be from 4lpa to 10lpa.

Please accept this offer letter dully filled with below mentioned details and do bring this copy on the joining day.

Name: \_\_\_\_\_ College name: \_\_\_\_\_

Branch : \_\_\_\_\_ USN: \_\_\_\_\_ Date: \_\_\_\_\_

**Student Signature**

Best wishes from,



**Madhusudhan H**

**Head Talent Acquisition & Technical Consultant**

✉ info@pentagonspace.in

📍 Plot No.765,8th Cross Road, M.R.C.R Extension,  
Govindaraja Nagar, Bangalore-560040

☎ +91 99010 66669  
080 4163 2964

🌐 www.pentagonspace.in

**Uttara - second list**

1 message

**ManojGS** <manoj@uttarainfo.com>

Wed, Aug 5, 2020 at 12:30 PM

To: nmpatel.ece@hsit.ac.in, placement@hsit.ac.in

Dear Sir,

Please find the list of students who took the test on 2nd of August at 11 am. All have been selected for the Java training program.

Regards,  
Manoj GS

WhatsApp:7022199933

9663298877

[www.uttarainfo.com](http://www.uttarainfo.com)  
<https://www.facebook.com/Uttara.Info.Solutions/>

**HIT\_List\_5Aug20.xlsx**

14K

Email Address	Name	Mobile	Branch	Semester	College
<a href="mailto:sayalishinde1723@gmail.com">sayalishinde1723@gmail.com</a>	Sayali Shinde	8971558760	EEE	6th	HIT
<a href="mailto:patilmeenakshi278@gmail.com">patilmeenakshi278@gmail.com</a>	Meenakshi Patil	8105129514	ECE	6th	HSIT
<a href="mailto:snehabannuri1999@gmail.com">snehabannuri1999@gmail.com</a>	Sneha Bannuri	8497849071	ECE	6th	HIT
<a href="mailto:chougalasupriya@gmail.com">chougalasupriya@gmail.com</a>	Supriya Chougala	9739426954	ECE	8th	HIT NIDASOSHI
<a href="mailto:nisarga435@gmail.com">nisarga435@gmail.com</a>	Nisarga S Bagalkot	8197308622	ECE	6th	Hirasugar institute of technology nidasoshi
<a href="mailto:jyotipatilk97@gmail.com">jyotipatilk97@gmail.com</a>	Jyoti Patil	7349425591	CSE	8th	HSIT
<a href="mailto:sahanagudasi7@gmail.com">sahanagudasi7@gmail.com</a>	SAHANA B GUDASI	7259504347	ECE	6th	HSIT
<a href="mailto:soumyapatil1403@gmail.com">soumyapatil1403@gmail.com</a>	Soumya patil	827315545	CSE	8th	HSIT
<a href="mailto:rajanidaddimani@gmail.com">rajanidaddimani@gmail.com</a>	Rajani Daddimani	9071151428	CSE	8th	HSIT

patilaishub98@gmail.com	AISHWARYA PATIL	8951665586	ECE	8th	HSIT
<a href="mailto:masodagepreeti@gmail.com">masodagepreeti@gmail.com</a>	Preeti Masodage	8197764980	ECE	6th	HIT
<a href="mailto:snehal2832000@gmail.com">snehal2832000@gmail.com</a>	Snehal Gurav	6360476478	ECE	6th	HSIT
amoghsdaddi@gmail.com	Amogh Daddi	8884714586	ECE	6th	HSIT
vinayakbt64@gmail.com	Vinayak Tupparotti	8152928917	ECE	7th	HSIT
babugoudapatil75@gmail.com	Linganagouda patil	8792402143	ECE	8th	HIT
akshatashivannavar@gmail.com	Akshata Shivannavar	7019317606	ECE	6th	HIT
vidyashetti31@gmail.com	Vidya Shetti	8951327720	ECE	8th	HSIT
<a href="mailto:vaishalinmuchandi2812@gmail.com">vaishalinmuchandi2812@gmail.com</a>	Vaishali N Muchandi	8867103038	ECE	7th	Hit nidasoshi
<a href="mailto:Surekhahubballi123@gmail.com">Surekhahubballi123@gmail.com</a>	Surekha Hubballi	7760713032	ECE	6th	HSIT
pavandeshpande365@gmail.com	Pavan Deshpande	8660593243	ECE	8th	HIT College Nidasoshi
<a href="mailto:arunagad1998@gmail.com">arunagad1998@gmail.com</a>	Aruna Gadakari	8310524685	CSE	6th	HIT
<a href="mailto:karangalepooja191@gmail.com">karangalepooja191@gmail.com</a>	pooja karangale	9113011022	EEE	8th	Hirasugar institute of technology nidasoshi
kavi9898patil@gmail.com	Kavita Patil	8618954326	ECE	8th	HSIT
bheemukagali@gmail.com	Bheemappa A Kagali	8867103735	CSE	8th	HSIT

**The following attended the test and have been selected for the Java training.**