



Offer: Computer Consultancy

Ref: TCSL/DT20207100729/Ahmedabad

Date: 26/08/2021

Ms. Preeti Sadashiv Masodage
781Near Kb School Ugar Khurd Pin Code:591316,
Kb School,
Ugar Khurd-591316,
Karnataka.
Tel# -9620929316

Dear Preeti Sadashiv Masodage,

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.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** 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within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.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, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). 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.

TCS Confidential

TCSL/DT20207100729

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India

Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

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 ₹5,914/- 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. 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 ₹1,700/-. 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.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

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.

TCS Confidential

TCSL/DT20207100729

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India

Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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.

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 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.

Loans

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

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 60% 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. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

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



months (including the TCS Xperience Programme 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 programme, 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.

4. 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.

5. 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.

6. 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.

7. 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.

8. 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.

9. 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.

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 clause 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 are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your

TCS Confidential

TCSL/DT20207100729

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India

Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

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 Srilankan 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)
- 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 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 Xplore Centres
Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Preeti Sadashiv Masodage
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** 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.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	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
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
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	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
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



Job Selection (HTD) - Reg.

2 messages

navaneethan@pcstech.co.in <navaneethan@pcstech.co.in>

Mon, Mar 29, 2021 at
4:59 PM

To: HIT Nidasoshi TPCELL <placement@hsit.ac.in>

Cc: suma@pcstech.co.in, lakshmi@pcstech.co.in, hr@pcstech.co.in, operations@pcstech.co.in

Dear Prof. N M Patel,

Season Greetings !!!

The following list of Candidates from your esteemed institute are provisionally selected for M/s. Smart Brains Engineers & Technologist Pvt. Ltd., The E-Recruitment Drive held on 27-03-2021. Congratulations to all the students selected by M/s. Smart Brain's, for the job role Level-1 Support Engineer. Find the attached excel sheet and share the verified data to process further on or before **31-03-2021 by 6.00pm.**

SI No.	Name	Status
1.	ImamHussain Naikwade	Selected
2.	Sanyukta	Selected
3.	Savita Girigoudar	Selected
4.	Rajeswari Baradi	Selected
5.	Amogh Daddi	Selected
6.	kiran kelaginamani	Selected
7.	Snehal Gurav	Selected
8.	Preeti Masodage	Selected

Important Terms:

- The student should be always available for training and screening when required.
- Only 10% relaxation will be provided to students on attendance during the training.
- The college needs to keep check on students that their availability is always there for training/induction.
- No stipend or salary during the training period. **No Commercial will be charged.**
- Make sure the selected students shall not drop the training program and or remain available for the deployment process(Undertaking letter may be taken from the selected student and parent only such selected students expected to submit in the joining sheet., College's may collect follow their practices to ensure the students available for training and deployment.)
- Please ensure and Submit only the students who are willing to join with the company and work for minimum 6 months.
- SmartBrains keeps all the rights for change /amendments on number of hiring, profile ,salary without prior information.

Please find the joining_sheet_hcl.xlsx in the attachment download and enter the student's details asked in the sheet and submit the same on or before 31-03-2021 by 6.00pm.

Instructions to Fill the joining sheet:

1. Duly verify NAME, Father Name & DOB as per SSLC Marks Card.
2. Enter the marks of SSLC, PUC/Diploma, Engg. in **% only**, if it's grades then convert in to % and enter with 2 decimal points
3. All data entered in the sheet is final, so cross verify the same with student's testimonials and marks cards, etc..
4. Duly check and enter the Aadhar No, Email ID & Contact No. of the selected students of your college/institution.

Process Flow:

- Joining Data Collection
- LOI
- Training/Induction (Online / Off line) by M/s. Smart Brain
- Deployment at HCL

Thanks & Regards

Navaneethan Rajamani

+91 95 1330 1990

Path Creators Solutions Pvt. Ltd. | Bangalore | Delhi | Mob: 9513301983/77 | E-mail: hr@pcstech.co.in | Url: www.pcstech.co.in

"Save Paper. Print Only If You Must! Save a tree."



joining_sheet_new_hcl.xlsx
163K

We at Seventh Sense are very much pleased to announce the Final Selection list of the Drive conducted by Verzeo on 17-07-2021 for 3 LPA +2 LPA (Business Development) through Place Sense. We wish all the students a bright future at Verzeo.

NAME	EMAIL	College Name
Preetham G B	preethamgb000@gmail.com	Academy of Technical and Management Excellent (ATME), Mysuru
Varun N	varunsetty242@gmail.com	Academy of Technical and Management Excellent (ATME), Mysuru
Kusuma M N	kusumamn99@gmail.com	Academy of Technical and Management Excellent (ATME), Mysuru
Gajendra H R	minchugaja1529@gmail.com	Bangalore Technological Institute, Bangalore
Saleem Pasha F	saleempashaf@gmail.com	Bangalore Technological Institute, Bangalore
Aliya Jamadar	jamadaraliya283@gmail.com	BLDEA, Bijapur
Aishwarya Jamakhandi	aishwaryajamakhandi234@gmail.com	BLDEA, Bijapur
Preethi S	preethigowda.010499@gmail.com	CIT, Gubbi
Anusha GP	anuanusha645@gmail.com	CIT, Gubbi
Pranav G S	pranavgs01@gmail.com	CIT, Gubbi
Likith M S	1cq17ec038@cittumkur.org	CIT, Gubbi
Karthik Kumar P	kumarpkarthik5@gmail.com	City Engineering College, Bengaluru
Anusha A	anushaanand2016@gmail.com	City Engineering College, Bengaluru
Thejeshwari S	thejeshwari99@gmail.com	City Engineering College, Bengaluru
Nayana S	nayanagowda34@gmail.com	DBIT (MBA)

Likith.T	likithpanku@gmail.com	DBIT (MBA)
Keerthi Shree.N	keerthinarayanaswamybpet@gmail.com	Dr TTIT, Kolar
Poovarasi S	poovarasismu.k9740@gmail.com	Dr TTIT, Kolar
Sajjad Ahmed A	sajjadahmeda2000@gmail.com	Dr TTIT, Kolar
Preeti Masodage	masodagepreeti@gmail.com	Hirasugar Institute of Technology, Belgaum
Nisarga G K	i17nisargagk@gmail.com	JNNCE, Shivamogga
Sharan J	sharanjagadish62@gmail.com	JNNCE, Shivamogga
Pooja N	poojansindhe42117@gmail.com	JNNCE, Shivamogga
Pooja M	mpoojarajpurohit@gmail.com	JNNCE, Shivamogga (MBA)
Sayali Sanjay Zende	zendesai99@gmail.com	Jayawantrao Sawant College of Engineering, Pune
Tejaswini M	tejaswini8989@gmail.com	Jyothy Institute of Technology, Bangalore
Revanth Kollipara	revanth.kollipara99@gmail.com	Koneru Lakshmaiah (KL) University, Guntur
Mahammad Shakir	shakirshaaz88@gmail.com	PA College of Engineering (PACE), Mangalore
Ahmmad Shamil K S	ahamadshamil365@gmail.com	PA College of Engineering (PACE), Mangalore
Yogesh HS	dyogeshhere@gmail.com	PESITM, Shivamogga (MBA)
Aaliya Waseem	aaliyaw1104@gmail.com	PESITM, Shivamogga
Raksha R U	raksharakshu1612@gmail.com	PESITM, Shivamogga
Shoaib Ahmed	shoaibah432@gmail.com	PESITM, Shivamogga
Aishwarya B.S	bsaishu123@gmail.com	PESITM, Shivamogga
G N Chethana	chethanagowda22@gmail.com	PESITM, Shivamogga
Shashank BK	shashankvirat99@gmail.com	PESITM, Shivamogga
Deepa	deepuneedhi@gmail.com	PESITM, Shivamogga
Chandana B	chandana2797@gmail.com	PESITM, Shivamogga
Kavana N	kavanan30@gmail.com	Proudhadevaraya Institute of Technology, Hospete

Shravani D S	shravani.dhadesugur@gmail.com	Proudhadevaraya Institute of Technology, Hospete
Akshatha k	akshuakshu086@gmail.com	Proudhadevaraya Institute of Technology, Hospete
Bindela Meghana	bmeghana63@gmail.com	RVR & JC College of Engineering, Guntur
Kommineedi Preethi Sai Sree	preethisaisree7@gmail.com	RVR & JC College of Engineering, Guntur
Amararapu Samba Siva	sivaamararapu17@gmail.com	RVR & JC College of Engineering, Guntur
Bala Tanuja	tanujasrinivasarao.b@gmail.com	RVR & JC College of Engineering, Guntur
Gutha Madan Mohan	madanmohan1230000@gmail.com	RVR & JC College of Engineering, Guntur
K.Lakshmi Narayana	lakshmi8lfe@gmail.com	RVR & JC College of Engineering, Guntur
Likitha M K	mklikitha22@gmail.com	Rajeev Institute of Technology, Hassan
Preethi H R	preethirgowda8@gmail.com	Rajeev Institute of Technology, Hassan
Apoorva B	apoorvab99@gmail.com	Rajeev Institute of Technology, Hassan
Allauddin Ali Ahmed Bepari	abepari383@gmail.com	RTE Society's Rural Engineering College, Hulkoti
Sushmita Patil	tukarampatil8887@gmail.com	RTE Society's Rural Engineering College, Hulkoti
Yashodha Vaddar	yashuv30@gmail.com	RTE Society's Rural Engineering College, Hulkoti
Sangeeta Shrishail Jirli	jirlisangeeta123@gmail.com	SG Balekundri Institute of Technology, Belgaum
Ishani Subhash Kurade	ishanikurade369@gmail.com	SG Balekundri Institute of Technology, Belgaum
Savita Balappanavar	savitakb99@gmail.com	SG Balekundri Institute of Technology, Belgaum
Parinita Jagadish Pavate	parinita2580@gmail.com	SG Balekundri Institute of Technology, Belgaum
Megha L J	meghalj833@gmail.com	Shridevi Institute of Engineering & Technology, Tumkur (MBA)
Chandana k g	chandanaagopal.26@gmail.com	Sri Siddhartha Institute of Technology, Tumkur
Radha H S	radhahs2018@gmail.com	Sri Siddhartha Institute of Technology, Tumkur
Bindushree. K. M.	bindukushi234@gmail.com	Sri Siddhartha Institute of Technology, Tumkur
B Balaji	bbalaji21111999@gmail.com	Sri Siddhartha Institute of Technology, Tumkur
Abhinandhan T G	abhinandhan10@gmail.com	Sri Siddhartha Institute of Technology, Tumkur

Varsha K Angadi	varshaka221@gmail.com	STJIT, Ranebennur
Meghashree	meghashetty512@gmail.com	Srinivas Institute of Technology, Mangalore
Ayesha Sultana	bei171711@tjohngroup.com	T John Institute of Technology, Bangalore
Archana Parameshwar	archanapatted@gmail.com	TCE, Gadag
Pavitra Magadum	pavitrामagadum99@gmail.com	TCE, Gadag
Kavya A.Badiger	kavyabadiger845@gmail.com	TCE, Gadag
Gokul N	gokul.sabapathi@gmail.com	Vivekananda Institute of Technology, Bangalore

Offer Letter

29-01-2021

Preeti Masodage

Hira sugar Institute of technology,
Belagavi, Karnataka.

Dear Preeti Masodage,

We would like to congratulate you on being selected as Intern - Trainee Engineer position with Technologies Global Pvt. Ltd, effective 01-09-2021. The whole team of Technologies Global Pvt. Ltd. is excited about your on-boarding!!

Your major internship program will include **Hardware Design & Development, Embedded C Programming, Communication Protocol and Interfacing Modules**. Duration of the internship approximately will be 2-3 months.

As discussed during the selection process, this is an unpaid academic internship during which you will be expected to:

1. Increase the technical knowledge and real time industrial exposure.
2. Maximize employability skill.
3. To cover the gap between college education and the fundamental requirements of industry.
4. Placement assistance will be provided on fulfilment of following terms & Condition mentioned in this document.

Terms and conditions:

1. Intern will maintain a regular internship schedule and attendance determined by the supervisor.
2. Intern will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
3. Intern will obey the policies, rules and regulations of the company site and comply with the company's business practices and procedures.
4. Intern will furnish his/her supervisor with all necessary information pertaining to his/her unpaid internship, including related assignments and reports.
5. Under no circumstances will Intern leave the internship without first conferring with intern's supervisor.
6. Company is not liable for injury sustained or health conditions that may arise for the intern during the course of the internship.
7. Company may at any time terminate the intern on breaking the cardinal rules (like involvement of any sexual harassment or any activity which hamper the wellbeing of organisation social atmosphere) without notice or cause.

Offer Letter

8. Your internship will include learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge.
9. Just qualifying to be part of Internship program will not guarantee the employment unless the participants clear the post internship industry oriented assessment & following mandatory performance parameters
 - a. Internship attendance : 100%
 - b. Assignment rating : 80%+ (A+). If not candidates need to re-attempt and submit.
 - c. Soft skill attendance: 100% and Soft-skill assessment rating 80% +
 - d. Candidates should be flexible with technical and other personnel of TECHNOLOGICS in guiding principles of quality improvement with proactive feedback and support.
 - e. Good code of conduct.
10. Based on the post assessment result TechnoLogics Global will either hire for internal requirement or for our client companies.
11. During the time of posting candidates should take the responsibility of negotiating all service level agreements effectively with employers.

Congratulations and we look forward you to take this opportunity as turning point of your career.

Please review, sign and mail to confirm acceptance.

Intern

For Company

Date

Title

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
<https://www.facebook.com/Uttara.Info.Solutions/>

HIT_List_5Aug20.xlsx

14K

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

patilaishub98@gmail.com	AISHWARYA PATIL	8951665586	ECE	8th	HSIT
masodagepreeti@gmail.com	Preeti Masodage	8197764980	ECE	6th	HIT
snehal2832000@gmail.com	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
vaishalinmuchandi2812@gmail.com	Vaishali N Muchandi	8867103038	ECE	7th	Hit nidasoshi
Surekhahubballi123@gmail.com	Surekha Hubballi	7760713032	ECE	6th	HSIT
pavandeshpande365@gmail.com	Pavan Deshpande	8660593243	ECE	8th	HIT College Nidasoshi
arunagad1998@gmail.com	Aruna Gadakari	8310524685	CSE	6th	HIT
karangalepooja191@gmail.com	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.