



APPOINTMENT LETTER

December 7, 2021

Dear Savita Annasab Girigowdar,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you 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 your Business Unit Head.
- b. 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.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
- i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. 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 the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, 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 the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer 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 the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, 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.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost

importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (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 the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment 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.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. 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.
- d. Your appointment shall be treated as withdrawn in case:
 - i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - v. You have any pending backlogs/ arrears on the date of appointment.

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

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training

agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. 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.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature 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 employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON 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 dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. 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 of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. 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 a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a 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.
- d. 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.
- e. 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 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 immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: polycycleclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
 - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c. Unauthorized disclosure or communication of UPSI.

d. Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to polycycleclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Savita Annasab Girigowdar, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. 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 including documents 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 including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Savita Annasab Girigowdar

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670

HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates 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 employment is subject to my aggregate meeting the Company's 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 immediate termination of my employment with the Company.

ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. 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 salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. 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

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) 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 salary and you would not need to submit bills towards usage of this amount.
- b. 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:

- i. 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.
- c. 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.
- d. 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.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. **Medical Assistance Program (MAS)**:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** 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 payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

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.

3. **Annual Health check:** Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit:** Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws

Survivor Benefit Pension Program:**

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

- a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☒ Accept☐ Decline☒ **Signature** [Savita Annasab Girigowdar 7/12/2021 2:43 PM](#)

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited

Doddakannelli

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Bengaluru 560 035

India

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Fw: Campus Hiring - Reg.

HIT Placement <hit_placement@rediffmail.com>

Thu, Feb 25, 2021 at 11:25 AM

To: nmpatelece <nmpatel.ece@hsit.ac.in>, placement3636 <placement@hsit.ac.in>

With Regards,
Prof. N M Patel
Training and Placement Officer
Hirasugar Institute Of Technology,
Nidasoshi- 591 236
Dist- Belagavi, Karnataka
[Mail:placement@hsit.ac.in](mailto:placement@hsit.ac.in),hit_placement@rediffmail.com, nmpatel.ece@hsit.ac.in
Cell:9480849332, 9739619661 Office: 08333-278882
Office: 08333-278882

From: navaneethan@pcstech.co.in
Sent: Mon, 22 Feb 2021 20:20:09
To: Hit_placement@rediffmail.com
Subject: Campus Hiring - Reg.

Dear Madam/Sir,

Season Greetings!!!

We look forward to hire your current final year 2021 batch candidates for our esteemed clients under HTD(Hire-Train-Deploy) model from Feb'2021. Share the students tracker(one file) and open dates for the drive. Currently we hire for the following JD.

Job descriptions of the L1 profile.

Technical Parameters:-

- To provide world-class service to all small business customers in a customer-centric environment.
- Candidates should have Good Knowledge of troubleshooting, maintenance, configuration, backup, server admin, technical support.
- Handle issues regarding Cisco, Routers, Switches, LAN & WAN & MAN connection, and also deals with Installation, Configuration, Maintenance, and Troubleshooting.
- Job roles involve the support of products on Windows Server, UNIX, Mainframe, Share Point, and Active Directory.
- Good knowledge in the Installation of hardware & Software.
- Work on Client Servers like Windows, Linux, UNIX
- Work on various Software-Applications
- Ability to troubleshoot common PC issues (Optional)
- Antivirus monitoring
- Assisting customers with inquiries while providing consultative support and recommendations.
- Successfully performs against department scorecard metrics including Quality Assurance, First Contact

- Resolution and Customer Satisfaction Rating.
- Parameter for Communication (English)
- Candidates should be comfortable in speaking English.
- Fluent in English communication

Other Conditions:-

- CTC 2.2L take home for the first 6 months hence after that 2.7 L CTC
- Free transport within the range of 20Km.
- BTECH (All stream) /MCA/BCA/BSC/ candidates with 60% through-out in academics.
- Designation Network (Analyst-DC-Ops).
- Pure Tech/Software profile.
- Location Bangalore/Chennai/Hyderabad/Noida/Gurgaon
- Free Induction Training 20 – 45 days.
- Minimum 6 month candidates need to execute the bond.
- No stipend/Salary during training.
- Twice evaluation/test shall be conducted during training; candidates need to clear the evaluation as per our partners HTD parameters to finally join/on-board the organization.

Note : College needs to bear the travel and logistics expenses.

For Campus Hiring SPOC 1 : Ms.Meghana P, 9513301986, meghana@pcstech.co.in

For Campus Hiring SPOC 2 : Mr.Navaneethan, 9513301990, navaneethan@pcstech.co.in

Thanks & Regards,

Navaneethan Rajamani



Traning & Placement Cell <placement@hsit.ac.in>

Reg: E-Campus Recruitment Schedule 27-03-2021

3 messages

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

Sat, Mar 27, 2021 at
12:44 AM

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

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

Dear Sir,

Season Greetings!!!

Please find the 27-03-2021 campus e-recruitment drive schedules and panel list

Please find the Online links for e-recruitment process. Batchwise link shared below ,ask the candidates to participate according to their time slot also the online line is share to the candidates .

Sl. No.	Topic/Batch No.	Time Slot	Online Link	No. of Participants	Panel
1	M/s. PCSTech E-Recruitment Drive Pre-Placement -1	10.30 am 11.00 am	https://meet66.webex.com/j.php?MTID=me35ce59f7fb29008dbe41a8e4ed53820 Password: PCS12345	Company Officials, All Registered Students, TPO and College Officials	Company Presentation
2	M/s. PCSTech E-Recruitment Drive Pre-Placement	11:30 AM	https://meet66.webex.com/j.php?MTID=m3f63c0a1169fea9aaf4de0cb6d80d4c3 Password: PCS12345	25	Panel -1
3	Batch-2	11:45 AM	https://meet66.webex.com/j.php?MTID=me5215a6bfcec76990939337a873a2012 Password: PCS12345	25	Panel -2
4	Batch-3	02:30:pm	https://meet66.webex.com/j.php?MTID=mbc011a92c371547d45b49510fae3a5fb Password: PCS12345	27	Panel -1

Sl.No	Name of the Student	USN	Batch
1	Adarsh Madihalli	2HN17EC002	Batch 1
2	Amogh Daddi	2HN17EC005	
3	ARPITA BHAJANTRI	2HN17EC006	
4	Ashwini Rudrappa Kori	2HN17EC007	
5	DANAMMA IRAPPA NERLI	2hn17ec009	
6	KIRAN KELAGINAMANI	2HN17EC010	
7	Laxmi patil	2HN17EC011	
8	Meenakshi Patil	2hn17ec013	
9	NIKHITA SHIVALING MANE	2HN17EC014	
10	NISARGA BAGALKOT	2HN17EC015	
11	Nityashree P Patil	2HN17EC016	
12	PAVITRA SANGAPPA	2HN17EC017	

	RANJANAGI		
13	Preeti Masodage	2HN17EC021	
14	Sangeeta Ragha	2hn17ec023	
15	SAPNA T YEGAPPAGOL	2HN17EC024	
16	SHIVANI UMESH KANERKAR	2HN17EC025	
17	shraddha s muradunde	2hn17ec026	
18	SHRUTI SUBHASH MURADUNDE	2HN17EC027	
19	Sneha Bannuri	2HN17EC028	
20	Snehal Gurav	2HN17EC029	
21	Sunita R Hamidwade	2hn17ec030	
22	SUPRIYA KULKARNI	2HN17EC031	
23	ABHISHEK JAMAKHANDI	2HN17ME002	
24	AJIT PRAKASH POOJARI	2hn17me003	
25	ANJANA HUNACHYALI	2HN17ME007	
26	Basavaraj Annasab Daballi	2HN17ME009	
27	Deepak Mudasi	2HN17ME012	
28	DHIRAJ GONDHALI	2HN17ME013	
29	Girish chougala	2HN17ME015	
30	IMAMHUSSAIN Z NAIKWADE	2HN17ME016	
31	Kenchappa kattikar	2HN17ME018	
32	MAHANTESH KAMATE	2HN17ME020	
33	Mrutyunjaya Mahantesh Shiragannavar	2hn17me025	
34	NINGARAJ BUDI	2HN17ME028	
35	PRATEEK PRAKASH NILAJI	2hn17me032	
36	Rahul chougula	2HN17ME035	
37	Roshan b antannavar	2HN17ME039	
38	Sachin Chunamuri	2hn17me041	
39	Sanket Sanjay Shetake	2HN17ME043	
40	Shivananad G Haranatti	2HN17ME046	
41	SHREYANSH BELAVI	2HN17ME047	
42	SUDHAKAR REDDY	2HN17ME052	
43	Suresh Naganuri	2HN17ME056	
44	VAIBHAV RANABA PATIL	2HN17ME059	
45	Vinay Mathapati	2HN17ME062	
46	Vinayak vijayanagare	2HN17ME063	
47	YASHOD MAHABALESHWAR BADAGAVI	2HN17ME064	
48	Akshata Basagouda Patil	2hn17ee002	
49	Kaveri Kamat	2HN17EE006	
50	Megha Prakash Ambi	2HN17EE009	
51	Nadira Choudhari	2hn17ee010	
52	Rajeshwari Ishwarappa Baradi	2HN17EE011	
53	Rekha A Paraganve	2HN17EE012	
54	AKSHATA PATIL	2HN17CS002	
55	Ambika Ashok Uppaladinni	2hn17cs003	

Batch
2

Batch
3

56	ANKITA GUDODAGI	2HN17CS004
57	Aruna Anil Gadakari	2HN17CS006
58	Chaitra Parunavar	2HN17CS008
59	CHAITRA SHENDE	2HN17CS009
60	Keerti Ichalakaranji	2HN17CS013
61	Laxmi Aralimatti.	2HN17CS014
62	MUSKAN NADAF	2HN17CS015
63	Namrata Karme	2HN17CS016
64	Priyanka A Malabasari	2HN17CS018
65	Rahat Mulla	2HN17CS019
66	Revati Ramagouda Patil	2HN17CS020
67	SAKSHI SARAWADI	2HN17CS022
68	SANYUKTA SURESH PATIL	2HN17CS023
69	Savita Annasab Girigowdar	2HN17CS024
70	Shrinath Padalale	2HN17CS028
71	Sukanya Shankar Araballi	2HN17CS031
72	VAISHNAVI KALE	2HN17CS033
73	Vidya Sanadi	2HN17CS035
74	Vidyashri Janagoud	2hn17cs036
75	Vinaya Hanji	2HN17CS037
76	YASH ANANT HUKKERI	2HN17CS041
77	Sourabh Nagare	2HN18CS400

1. The Online link will get locked after 15 minutes of the meeting
2. Attendees are expected to be available in the good internet bandwidth area to attend the interview
3. If any network issues use the same link the reconnect with the online process.
4. 60% in SSLC, 12th and B.E/B.Tech (Up to last result) is mandatory to attend the interviews.

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."

[Quoted text hidden]

2 attachments

image001.png
7K

image001.png
7K

HIT Nidasoshi TPCCELL <placement@hsit.ac.in>
To: HIT Nyamat Patel Sir <nmpatel.ece@hsit.ac.in>

Sat, Mar 27, 2021 at 9:12 AM

With Warm Regards

Prof. N M Patel

Training & Placement Officer

Hirasugar Institute of Technology

Nidasoshi-591236

Dist-Belagavi Karnataka

Web: www.hsit.ac.in

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

Mobile: 9739619661, 8073557377

Office : 08333-278882

[Quoted text hidden]

2 attachments

image001.png
7K

image001.png
7K



Traning & Placement Cell <placement@hsit.ac.in>

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 TPCCELL <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

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

Tue, Mar 30, 2021 at 4:27 PM

Dear Sir,

Thank you for Given opportunity to our students for work in your esteemed organization, we expect your cooperation in future also.

Please find the attachment of Joining Sheet Students Registration Excel Format.

With Warm Regards

Prof. N M Patel

Training & Placement Officer

Hirasugar Institute of Technology

Nidasoshi-591236

Dist-Belagavi Karnataka


Web: www.hsit.ac.in

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

Mobile: 9739619661, 8073557377

Office : 08333-278882

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 **joining_sheet_HSIT_Nidasoshi_hcl.xlsx**
162K



Nyamat Patel <nmpatel.ece@hsit.ac.in>

Final Select | Prodapt | KodNest Dream Factory | HSIT

1 message

Sufiyan khan <sufiyan@kodnest.com>

Thu, Jun 3, 2021 at 4:30 PM

To: Nyamat Patel <nmpatel.ece@hsit.ac.in>, placement@hsit.ac.in

Cc: Akash Pandey <akash@kodnest.com>, Prabhakaran G <pk@kodnest.com>, shera siddiqui <shera@kodnest.com>

Dear Sir,

Greetings from KodNest & Trust you are doing good!

Thank you for giving the opportunity for your students to attend the Dream Factory Project as it pays for those who are serious about Placements.

The Below students got placed in Prodapt for 3.5LPA.

Savita Annasab Girigowdar	7624993282	savitagirigoudar1998@gmail.com	Hirasugar institute of technology Nidasoshi
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It happened because of your support & Please inform students to take it seriously.

Let's continue working together to shape many students' careers.

Warmest Regards,

Sufiyan

Manager - Campus Relations

Mob : 7022056440 | Email : sufiyan@kodnest.com

www.kodnest.com

India's Best Job seekers platform

This message may contain confidential and/or privileged information. If you are not the addressee or authorized to receive this for the addressee, you must not use, copy, disclose, or take any action based on this message or any information herein. If you have received this message in error, please advise the sender immediately by reply e-mail and delete this message. Thank you for your cooperation.



QSpiders Campus Connect-Incubation Final Selects 2021 Batch

4 messages

Devika Rani <devikarani.l@qspiders.com>

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

Cc: vinayakmadiwal0012@gmail.com, adarshmadihalli73061@gmail.com, danammanerli9@gmail.com, shivanikanerkar46@gmail.com, nisargabagalkot015@gmail.com, bagwan.toufi@gmail.com, savitagirigoudar1998@gmail.com, keeruichal25@gmail.com, sanyasnehal2832000@gmail.com, nikhil.janti@gmail.com, sanketshetake7432@gmail.com, poojakeste9@gmail.com, vaibhavkanagahubballisurekha48@gmail.com, sangeetaragha@gmail.com, rrp29101999@gmail.com70

Hello Sir/Mam,

We are happy to announce the Final Selects for Incubation [Free Training & Placement] 2021 Batch.

We heartily congratulate students for getting placed & we officially welcome all to QSpiders.

Attached List with Green Highlighted are the selects & Please communicate the same with students & we will post the same on our website.

We would courier the Hard copy of offer letter to college directly.

For Selected students anything in further information or Query contact-9513684738/7619163087

Regards

Devika

9513684738

Qspiders Campus Connect Team.



Karnataka Hirasugar Sel 2021.xlsx

11K

Candidate Name	Mobile Number	Email ID
Vinayak Madiwal	6363279490	vinayakmadiwal0012@gmail.com
Adarsh Prakash Madihalli	9.18074E+11	adarshmadihalli73061@gmail.com
Danamma Nerli	8971710395	danammanerli9@gmail.com
Shivani Kanerkar	6360122967	shivanikanerkar46@gmail.com
Sumant Jatti	7795527688	Sumantjatti97@gmail.com
Punitkumar P N	9380756173	punitkumar5683@gmail.com
Sukanya	+918197611948, +918884878568	sukanyaaraballi121@gmail.com, araballisukanya28@gmail.com
Nisarga S Bagalkot	8197308622	nisargabagalkot015@gmail.com
Toufik Bagawan	9923917860	bagwan.toufi@gmail.com
Savita Annasab Girigowdar	7624993282	savitagirigoudar1998@gmail.com
Keerti Ichalakaranji	8530861560	keeruichal25@gmail.com
Sanyukta Suresh Patil	8088350757	sanyuktapatil98@gmail.com
Praveen janamatti	9901991701	praveenvj97@gmail.com
sapna T yegappagol	9008556057	sapnaty.98@gmail.com
Rajeshwari Ishwarappa Baradi	6360563007	rajeshwaribaradi123@gmail.com
Ashwini Kori	8197708475	ashwinikori83@gmail.com
Snehal Gurav	6360476478	snehal2832000@gmail.com
Chandrashekhar Janti	8105102969	nikhil.janti@gmail.com
Sanket Sanjay Shetake	9035942207	sanketshetake7432@gmail.com
pooja keste	9739523824	poojakeste9@gmail.com
Vaibhav Kanagali	9663198702	vaibhavkanagali@gmail.com
Anjuma Mulla	8431832933	anjumamulla2@gmail.com
Namrata Ramesh Karme	9513392120	namratakaram12@gmail.com
Akshata Patil	8904565542	akshatapatil1234a@gmail.com
Arun hundaragi	8073225388	arunhundaragi27@gmail.com
Surekha Hubballi	7760713032	hubballisurekha48@gmail.com
Sangeeta Ragha	9611341475	sangeetaragha@gmail.com
Revati Patil	7019601549, 7019601549	rrp29101999@gmail.com70



PENTAGON SPACE

Mastering The Future

CSR Campus Drive -2021

Dear Savita Girigowdar,

Greetings from Pentagon Space Pvt Ltd, Bangalore.

Congratulations on getting selected for Pentagon Space CSR Drive 2021 Batch. We are glad to inform that you have cleared all the interview processes and further entitled to be one among the trainee for our CSR Batch. With regards to this program you are now eligible to get trained on Java Course .The Date of Batch commencement would be officially sent to your registered mail id.

Adding to the benefits, you get

1. Industry Standard Course curriculum worth Rs.18,000/- offered for free inclusive of study materials
2. Guaranteed 100 Placement opportunities.
3. Depending on your performance in the interview, the average Salary package would be from 3Lpa to 12Lpa.

Please accept this offer letter & fill the below mentioned details.

Name: _____

College Name: _____

Branch: _____

USN/ Reg Number: _____

Date: _____

Student Signature

Best wishes,



Madhusudhan H

Head Talent Acquisition & Technical Consultant

Plot No.765, 8th Cross Road,
M.R.C.R Extension, Govindaraja Nagar,
Vijayanagar, Bangalore - 560040.
(300 mts from Hosahalli Metro Station)

+91 99010 66669
080 41632964
info@pentagonspace.in
www.pentagonspace.in

CIN NO.: U74999KA2020PTC133021