

Ref No : OL/THBS/55

28-Oct-2022

Private & Confidential

Mr. Akash Upadhye  
Bangalore

Dear Akash Upadhye,

With reference to the discussions you have had with us, we are pleased to make you an offer for the position of **Associate Software Engineer - Trainee at Torry Harris Business Solution (THBS)**; Bangalore.

**THBS** is a global software company with presence in Europe, Far East, India, Middle East and USA. Our goal is to be an industry leader with a reputation for excellence, focus on quality and our emphasis on absolute customer satisfaction. As we endeavor to expand our business in the international markets, we are keen to have you on board.

We believe that **THBS** can offer you the right mix of professional growth, leadership opportunities, business experience and financial gains over the long term. The career growth potential for you is tremendous and you will have the unique satisfaction of influencing and building a leading software company.

Your **Gross Salary** will be **Rs. 3,50,000/- (Rupees Three Lakh Fifty Thousand Only)** per annum. You will be entitled for a **Performance Linked Pay** of up to **Rs. 50,000/- (Rupees Fifty Thousand Only)** per annum, payable as per the Performance Linked Pay Policy.

You will be on **Probation** for a period of **6 (Six)** months from the date of joining. A performance review will be done as per the Company's policy for confirmation.

Your employment is conditional upon you being certified medically fit by a registered medical practitioner and is contingent upon the successful completion of a background investigation process.

**THBS** also reserves the right to withdraw this offer made to you even after the acceptance of such an offer by you; if **THBS** becomes aware of any material information that may have been concealed or misrepresented by you at the time this offer was made.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documentation requirements, you will be formally appointed and inducted into the organization. On successful completion of your training, you will be posted in any location of THBS depending on the requirement of the projects. This will be informed to you on the completion of your training.

You are requested to return the duplicate copy of this offer duly signed to indicate your acceptance of the compensation package and employment within 48 hours and your date of joining will be **02-Nov-2022**.

At the time of joining, it is a **mandatory requirement** for you to submit the following documents:

- Four recent passport size photographs
- Photocopies of all relevant educational certificates and mark sheets starting from Grade X
- Photocopies of all the pages of your passport **or** driving license or voter ID card

Looking forward to having you on board!

For Torry Harris Business Solutions (P) Ltd,

Accepted By:

G. Shivdayal Charan  
Manager – HRD

Akash Upadhye  
Date :

## SALARY BREAK UP STRUCTURE

Payslip Component	Monthly (in Rs)	Annual (in Rs)
Basic Salary	15,000	1,80,000
House Rent Allowance	6,000	72,000
Education Allowance	200	2,400
Meal Allowance	1,000	12,000
Supplementary Allowance	4,146	49,747
<b>Total Monthly (A)</b>	<b>26,346</b>	<b>3,16,147</b>
PF	1,800	21,600
Gratuity	721	8,653
<b>Total Retirals (B)</b>	<b>2,521</b>	<b>30,253</b>
Medical Insurance	300	3,600
<b>Total Benefits (C)</b>	<b>300</b>	<b>3,600</b>
<b>Total Gross (A+B+C)</b>	<b>29,167</b>	<b>3,50,000</b>
<b>Performance Linked Pay</b>		<b>50,000</b>

Note :

1	Education Allowance to meet the cost of children's education and it is not taxable to the extent of Rs. 100 p.m. per child (for a maximum of 2 children) as per Income Tax Act.
2	Meal Vouchers can be opted for by the employee. In such event, Meal allowance will not be paid part of salary.
3	Supplementary allowance includes Leave Travel Allowance (LTA) amount of Rs. 20,000 p.a., as eligible for your level/grade. As and when you travel on leave and submit the expenses statement with supporting receipts, benefits can be availed as per Sec 10(5) under the Income Tax Act.
4	Supplementary allowance also includes Gift Vouchers given on any occasion as decided by the Company, upto a maximum of Rs. 5,000 p.a. for which an exemption is eligible per Rule 3 of Income Tax Rules/Act.

*The Company reserves the right to adjust, cancel or modify the terms of any of the schemes as and when deemed necessary.*

**HIPL/ATS/2023/09**  
**04-September-2023**

**Mr.Akash Bahubali Upadhye**  
**Belgaum, Karnataka.**

**Dear Mr. Akash Bahubali Upadhye**  
**Sub: Letter of Appointment – “Graduate Engineer Trainee”**

With reference to your interaction with us on 04<sup>th</sup> September'2023, we are pleased to provide you an opportunity to prove your eligibility for getting full one year training in world class manufacturing facility and learning environment of our Company “**Hampson Industries Pvt. Ltd.**” situated at Thonnachikuppe, Kasaba Hobli, Nelamangala Taluk, Tumkur Road, Bangalore – 562123. The training will be focused on your all-round development and make you well conversant with all manufacturing activities, quality practices and system awareness.

Initially you will be under preparedness training of two months scheduled to be start **02<sup>nd</sup> November 2023**. After 2 months preparedness training you will be tested for your eligibility through a written test for Full Term Training in Hampson facility. If you successfully qualified in the test, you will be put under full term training of additional 10 months commences just after qualification test. After successful completion of one year, the company may extend your training period or offer you a probationary position based upon your overall performances during training period. In case you are appointed as a probationer after successful completion of your training, Management reserves the right to bifurcate / revise the salary/ emoluments and/or facilities and/or any other allowances as per company standards as existing at that time. Unless confirmed in writing, your association with the company shall stand terminated on completion of one-year full training period.

In case you fail to report for the training on above given date, this offers stands withdrawn. During the training period of one year, you will be paid a salary of **Rs. 17,000/- per month** subject to statutory deduction as applicable. The company reserves the right to terminate your association with company, at any time during the Training, in case any information furnished by you in personal data sheet found to be misleading / incorrect.

### **Hours of work:**

The total hours of work in a week will be 48 hours. Your hours of work shall be regularized to suit the duties entrusted to you from time to time. You will be put in the any shift as per the requirement time to time.

And will allow to avail for 0.5 Days Casual Leave & 0.5 Days Sick Leave Per Month during this training period.

### **Protection of Company's Property**

You will take reasonable care in maintaining and protecting the assets, properties, facilities, Documents, software and hardware of the Company during your association. You are expected to give proper attention towards your work and assignment if you are found guilty of mishandling and destroying the assets of the company by any means Company shall be entitled to recover such costs/ compensation as it may deem fit, keeping in view the cost of such assets, properties etc.

### **Confidentiality**

As an Trainee for one year with the Company, you will not, during or after the term of Training, in whole or in part, disclose any of the Company's trade secrets and confidential and proprietary information to any person, firm, corporation, association or other entity for any reason or purpose whatsoever, and you will not use any of such designated information other than for the sole benefit of the Company. If you breach your obligations with respect to the Company's confidential or proprietary information, the Company will be entitled to an injunction restraining you from such breach and to take any other remedies for such breach.

## **Company Regulations**

You shall, be governed at all times by the policies, procedures and rules of the Company (the "HR Manuals / Standing Orders"). Company reserves the right to modify or change the Rules and Regulations from time to time in accordance with its policies and shall duly notify all of such changes as may be applicable to you.

### **Termination:**

The Company reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are guilty of misconduct or negligence, or have committed any breach of this agreement. In any other case the Company may terminate your services by giving you thirty days' prior written notice or by payment of basic salary in lieu of notice period. In the event if you desire to leave the Training at the Company, you will be required to give 30 days prior notice in writing and reimburse the cost incurred by the company on your training which is calculated as per your salary per month, but not exceeding to Rs. 30,000.00 (Rupees Thirty Thousand Only)

We take this opportunity to welcome you to Hampson Industries Private Limited as Trainee and wish you the very best in your new assignments and hope that you will display high degree of dedication and commitment to learn and contribute for the achievement of the company objectives.

At the time of joining, please bring the following documents:

1. 5 Passport size colour photographs.
2. Proof of age certificate along with a Photocopy
3. Educational certificates
4. Copy of Aadhar Card/ Voter ID.

**Other Terms & Conditions:**

1. 6 Days work per week and ready to work on a shift basis
2. 6 Days CL & 6 Days SL provided in training time.

Kindly sign and return the duplicate copy of this offer letter as token of your acceptance

All the Best!

Yours sincerely

**For Hampson Industries Pvt. Ltd.**

**Shahul Hameed**  
**General Manager - Execution**

**Declaration by the Candidate**

I accept the offer on the terms and conditions stated above.

Dated:

**Signature of the Candidate**



Nyamat Patel &lt;nmpatel.ece@hsit.ac.in&gt;

## TAP Academy | CSR Selects | Thank you for your support | Hirasugar institute of technology

3 messages

**Ashish Balaji R** <ashish@thetapacademy.com>  
 To: nmpatel.ece@hsit.ac.in  
 Cc: Sufiyan Khan <sufiyan@thetapacademy.com>

Wed, Jun 29, 2022 at 6:16 PM

Dear Sir,  
 Greetings from TAP Academy!

Thank you for the great and excellent support given by you and your team in organizing and managing CSR Activity. We experienced a really successful event and we realized it could happen due to you and your team's hard work and effort.

The below are the selected students and their details for your reference:

Full Name	Email	Contact Number	Branch
Abhishek Neje	<a href="mailto:coolabhishekneje@gmail.com">coolabhishekneje@gmail.com</a>	7996221395	Electrical & Electronics
Shreya Diwan	<a href="mailto:shrediwan@gmail.com">shrediwan@gmail.com</a>	6362466966	Computer Science
Akash Upadhye	<a href="mailto:akashupadhye147@gmail.com">akashupadhye147@gmail.com</a>	9148696516	Mechanical

Looking forward to a long term relationship with your organisation.

Feel free to contact us for any queries

Thank you

Warmest Regards,



**Ashish Balaji R**  
 Manager - Campus Relations | Tap Academy

**M** 8123303805  
**E** [ashish@thetapacademy.com](mailto:ashish@thetapacademy.com)

Udupi garden signal, TAP Academy, 3,  
 opposite Bharat petroleum, BTM 2nd stage,  
 Bengaluru - 560076

[www.thetapacademy.com](http://www.thetapacademy.com)



**Nyamat Patel** <nmpatel.ece@hsit.ac.in>  
 To: Ashish Balaji R <ashish@thetapacademy.com>

Wed, Jun 29, 2022 at 6:18 PM

Thanks a lot Sir for your kind support and cooperation.  
 [Quoted text hidden]

**Nyamat Patel** <nmpatel.ece@hsit.ac.in>  
 To: Training & Placement Cell <placement@hsit.ac.in>

Wed, Jun 29, 2022 at 6:20 PM

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With Warm Regards

**Prof. Nyamatulla M Patel**

**Asst. Prof. &**

**Dean Placements & Industry Institute Interaction Cell**

Hirasugar Institute of Technology. Nidasoshi-591236

Cell: 09739619661 8073557377