



#FUTURESHAPER

**MAKE AN IMPACT
MAKE REAL CONNECTIONS
MAKE THE BEST YOU**

Honeywell Technology Solutions Lab Pvt. Ltd.
Survey no. 19/2, Devarabisanahalli village, Vathur Hobli, Bengaluru East Taluk Bengaluru-560 103, IN

LETTER OF APPOINTMENT

Bhagyashree Madihalli
At/Po : Nidasoshi Ta : Hukkeri Di : Belagavi, Belagavi, Karnataka, 591236, IND

Dear Bhagyashree,

Honeywell's vision is to be one of the world's premier companies, distinctive and successful in everything we do. Our primary goal is to exceed our customer expectations by delivering competitive, quality products and services on time, every time.

This is an aggressive goal, which can only be attained by recruiting and developing a talented workforce. Honeywell wants individuals, who bring a diverse perspective to our business challenges, yet share our common behaviors: Have a Passion for Winning, Be a Zealot for Growth, Think Big...Then Make it happen, Act with Urgency, Be Courageous, Go Beyond, Inspire Greatness, Become your Best.

Further to your recent interview interaction with Honeywell, we are delighted to extend this offer of employment to you. This offer is conditional on (i) satisfactory reference check of all qualifications and the accuracy of the employment history provided by you before you start your work. Your current and prior employers might be contacted for the same however; while completing your background application, you can request not to have your current employer contacted (ii) successful completion and passing the pre-employment drug tests conducted by Honeywell or any company designated by Honeywell to conduct the same; (iii) the acceptance of the terms and conditions of your assignment as set forth below including the attachments that are incorporated by reference "offer" and (iv) your obtaining the necessary work or employment passes or permits from the relevant authorities in India to work in India, if applicable. The term "Company" below shall refer to the hiring entity and the term "Honeywell" to its parent entity and/or Honeywell International Inc, its predecessors, designees and successors and its past, present and future operating companies, divisions, subsidiaries, affiliates and other business units.

General Conditions

- **Position:**
 - ◊ Embedded Engr I
 - ◊ CORP/HTS
 - ◊ Bangalore, Karnataka
- **Manager:** You will report to Manager who will be assigned by Honeywell as your supervisor from time to time
- **Date of Employment Commencement:** March 14, 2024
- **Band:** 03

Total Fixed Cash Salary

Your total fixed cash compensation is 600000. Please see attached Salary Break up Sheet.

Merit Eligibility

Employees hired, rehired, or promoted on/after November 1st are generally not eligible for a salary increase in March of the following year.

Compensation Administration & Delivery

Your compensation will be reviewed in accordance with the review cycle determined by the company and shall be based on your job performance, business performance, Honeywell performance as well as market pay trend.

Benefits

- **Leave Policy:** You will be eligible for leaves as specified in Company leave policies.
- **Group Health Insurance:** You will be entitled to Company provided medical insurance based on the Company's current medical insurance scheme.

- **Personal Accident /Term Insurance:** You will be entitled to Company provided personal accident insurance and other insurance based on the Company's current insurance scheme.

Provident Fund or Similar Mandatory Schemes

- You and the company shall make contributions in accordance with the provisions of the Employees' Provident Fund and Miscellaneous Provisions Act, 1952, if applicable.
- Aadhaar details are mandatory for your Provident Fund enrolment:
 - As per the mandate from Employee Provident Fund Office (EPFO) all new joiners have to furnish their Aadhaar number at the time of joining to remit the Provident Fund Contributions.
 - In case of non-availability of Aadhaar card, Aadhaar enrolment number to be furnished at the time of joining.
 - Failing to provide Aadhaar number or Aadhaar enrolment number will result in non-remittance of PF contribution.
- If eligible, you would be entitled to gratuity in accordance with the Payment of Gratuity Act, 1972.

Maternity Benefits

You shall be entitled to the benefits available under the Maternity Amendment Act 2017, if applicable.

Other Matters

Probation Period: 6 months. Successful completion of probation period is dependent on satisfactory performance as assessed by your Supervisor.

- This employment may be terminated at any time:
 - By giving 30 days advance notice, in writing, during the probation period or payment in lieu thereof to the other party or
 - By giving 60 days advance notice, in writing, after the successful completion of the probation period or payment in lieu thereof to the other party; the above mentioned notice period shall be curtailed only with prior approval from the management.
 - If in the reasonable opinion of Company your performance is below expectation or if you are guilty of serious misconduct, Company may terminate your employment summarily without notice. Serious misconduct includes, but is not limited to, dishonesty, theft, misrepresentation, breach of the Substance Abuse Policy; refusal to obey a reasonable command of Company.
- The Company reserves its right to insist on you to complete the project on hand and/or to complete the transition process before being relieved from the service. In the event, you leave the service of the Company without serving the Notice Period and completing your transition process, the company is entitled to take appropriate action against you.
- In the event the Company relieves you before the expiry of the Notice Period, you will be entitled to receive the salary for the unexpired period of Notice.

Work Location: You will be employed at Honeywell Technology Solutions Lab Pvt. Ltd. located at IND-Madurai-ELCOT- SEZ, PLOT NO.1, ILANDAICKULAM RING ROAD or such other department or place of business of the Company or its subsidiaries and associates in or outside India, as the Company may determine from time to time.

Work Hours: Your working hours will be governed by applicable laws of India and may be revised from time to time.

Duties: During your employment with Company, you will be required to devote your entire time and attention to your duties and not engage in any other trade, business, or occupation.

Dress Code: You are expected to dress in business attire, smart casual and/or uniform, based on the existing policy of the company which may be revised from time to time.

Income Tax Payment: You will be solely responsible for your income tax. Where required by the local laws and tax authorities, the Company will deduct income taxes you owe from your monthly income and remit such monies to the tax authorities on your behalf.

Non Solicitation: You are subject to the terms as set forth in the attached Employee Agreement Relating to Trade Secrets, Proprietary and Confidential Information and all Supplements thereto.

Intellectual Property Agreement

As a condition of the employment offer/transfer/promotion, it is required that you agree to and sign a current copy of Honeywell's "Employee Agreement Relating to Trade Secrets, Proprietary and Confidential Information" (the "IP Agreement") before your start date. This IP Agreement will be part of your Onboarding tasks. In the event that you do not agree to and sign this agreement, the offer/transfer/promotion will not become effective.

Amendments: The Company reserves the right, subject to applicable laws, to amend the terms of this offer from time to time as legal requirements may dictate.

Non Violation: You represent that by accepting the terms of this agreement, you will not be in violation of the terms of any agreement with your previous employers or third parties.

Code of Business Conduct: Any time during the term of your employment, you are required to comply with all applicable laws, regulations and the Honeywell Code of Business Conduct, as may be amended from time to time. Please read the Honeywell Code of Business Conduct thoroughly as soon as your employment commences and attend all mandatory training as advised from time to time.

Access to Communication System: You shall use internal e-mail, voice mail, computer systems, etc. for work purposes and refrain from using them for personal purposes. Further, you agree that the Company may access or examine these systems, from time to time, pursuant to the Company's business requirements and in order to check if you have observed the

Company regulations or if there have been any illegal or improper affairs.

Governing Law: This letter shall be governed by and construed under the laws of India without regard to its principles of conflicts of laws. Notwithstanding the foregoing, the Company reserves the right to invoke the jurisdiction of any competent courts in India (in particular its labor courts) or in any other country or jurisdiction (whether concurrently or not) to remedy or to prevent violation of or enforce any provisions in this Agreement. To the greatest extent permitted by applicable law, you waive any objection which you might now have to such courts being used as a forum to hear and determine any claim or suit.

Retirement Age: You will retire from the services of the company on your completion of the age of sixty years (fifty-eight years if you are joining ED&S) subject to "Contract Terms and Notice Period" clause mentioned in this letter.

Other Payments: You agree and authorize Honeywell to recover any amount paid to you other than salary (Notice Period buy-out, Joining Bonus or relocation) and you agree to authorize the same at the time of your exit.

All the terms and conditions of your employment with Honeywell Technology Solutions Lab Pvt. Ltd. will be governed by the rules and regulations, policies, procedures and guidelines of Honeywell Technology Solutions Lab Pvt. Ltd., which are subject to change from time to time, at the sole discretion of the company, without giving any notice or assigning any reason thereof.

Please indicate that you have understood and agree with our conditions by signing a copy of the attachment to this letter, and returning it as soon as possible, and in any case no later than February 29, 2024.

The Honeywell logo is displayed in a bold, red, sans-serif font.

Signature: Bhagyashree D Madihalli

Date: 2/24/2024 12:47:09 AM

**Fwd: Invitation for JOSH Mithra Placements | S.J.P.N TRUSTS HIRASUGAR INSTITUTE OF TECHNOLOGY**

Devraj Amarsingh <devraj.as@ethnus.com>

Thu, Mar 9, 2023 at 10:44 PM

To: "placement@hsit.ac.in" <placement@hsit.ac.in>

Cc: principal@hsit.ac.in, nmpatel.ece@hsit.ac.in, James Christy <james@ethnus.com>, Sanjeeb Paul <sanjeeb.p@ethnus.com>, Pratibha Shenoy <pratibha.s@ethnus.com>, Kunal Rao <kunal.r@ethnus.com>, Nithyanand S <nithyanand.s@ethnus.com>

Dear Pramod Patil Sir,

Greetings from Ethnus Codemithra!

Please find the final selected list below, we will issue their LOI's within 7 working days. Students marked in yellow are our mutually selected Campus Ambassadors who will assist us in successful coordination & implementation of this program.

Final Selects- Joshmithra 2023 Drive By Ethnus Codemithra, Bangalore				
Sr No.	Name	Branch	Overall Apti + Tech Percentage	Overall GD + PI Percentage
1.	DIGVIJAY PATTANAKODI	Computer Science	73	65
2.	MUZAMMIL PATEL	Computer Science	73	70
3.	SHARANABASAPPA	Computer Science	72	80
4.	GANESH HEGADE	Computer Science	65	85
5.	PRASAD HIREMATH	Computer Science	62	70
6.	DANESHWARI J SULTANPURE	Computer Science	58	75
7.	SAHANA PATIL	Computer Science	58	85
8.	ROHIT P GADIWADDAR	Computer Science	58	70
9.	CHAITRA YAPALAPARVI	Computer Science	55	75
10.	PRIYANKA KURBET	Computer Science	53	80
11.	MEENAXI BAAD	Computer Science	52	80
12.	AKSHATA MOKASHI	Computer Science	48	75
13.	PADMA BORANNAVAR	Computer Science	48	75
14.	MEGHA CHANABASANAVAR	Computer Science	45	0
15.	KARTIK KUMBAR	Computer Science	45	85
16.	SNEHA GAJANAN SHITOLE	Computer Science	43	0
17.	NIHAL SIRAJ SHAIKH	Computer Science	43	0
18.	KUNAL MANE	Electrical and Electronics	68	85
19.	MUSKAN MOMIN	Electrical and Electronics	58	65
20.	VIJAYKUMAR PATIL	Electrical and Electronics	52	65
21.	VAIBHAV MUGALE	Electrical and Electronics	48	80
22.	MAHESH HIREKURABAR	Electrical and Electronics	47	65
23.	PRERANA R RAJANGANE	Electrical and Electronics	45	65
24.	DASHARATH	Electrical and Electronics	43	70

25.	ASHWINI BARAGI	Electrical and Electronics	42	70
26.	AKASH TUKARE	Electrical and Electronics	42	70
27.	GOPI M MANE	Electrical and Electronics	55	56
28.	SWATI S BHISTE	Electronics and Communication	75	65
29.	SAHANA P MANGALOORKAR	Electronics and Communication	63	65
30.	PRIYANKA PUJAR	Electronics and Communication	63	70
31.	BHAGYASHREE D MADIHALLI	Electronics and Communication	62	75
32.	SWATI KATAGERI	Electronics and Communication	57	70
33.	AKSHAY SALAGARE	Electronics and Communication	50	75
34.	NIKITA MAHANTESH HATTARKI	Electronics and Communication	50	70
35.	APOORVA MAGADUM	Electronics and Communication	47	65
36.	HARSHITA GOUDADI	Electronics and Communication	47	65
37.	DIVYA KARIGAR	Electronics and Communication	45	70
38.	SNEHA S PATIL	Electronics and Communication	45	75
39.	SNEHAL M. PATIL	Electronics and Communication	42	70
40.	HANAMANTA	Electronics and Communication	45	45
41.	KALLAPPA	Electronics and Communication	40	70
42.	MARUTI A MAGADUM	Electronics and Communication	40	70
43.	KIRAN S DHANGE	Mechanical	50	80
44.	AAYESHA SAYYAD	Mechanical	43	70

Best Regards

DEVRAJ A.S

Customer Success Manager

Ethnus

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ethnus.com | codemithra.com