

Date: 10/6/18

Dear Candidate,

N. Apoorva / CSE / NIT

Re: Conditional Offer for Employment

It is our pleasure to welcome you to IIT associated with **YOGSHAN TECHNOLOGY SERVICES PRIVATE LIMITED** part of Agaram Group of Companies, creating a global ecosystem to avail best individuals for our various IoT Technologies

We are happy to offer you this conditional job offer for a position in the IT industry in the space of Internet of Things. The Job Offer is valid for our organization or our partners/companies

The same is subject to the following terms and conditions:

- 1- Require Basic English Communication.
- 2- Required to take up IoT Online Evaluation Integrated with Client requirement.
- 3- Placement is offered to the successful participant who get Certified in IoT Online evaluation
- 4- Placement would be offered at locations across India.
- 5- Academic graduation: Recommendations with minimum 60% without arrear is expected by the client.
- 6- Final offer will be released once you get the certification from Yogshan Technologies Services.
- 7- Approximately your CTC starts from 2.25

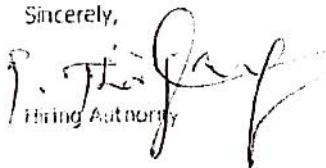
We reserve the right to end our employment agreement with you if the results of your program assessment along with all other preconditions not been successfully met.

We will contact you as soon as the entire process has been completed.

Wish you very all the best!

Sincerely,

Accepted By


Hiring Authority

Candidate Name: Apoorva-IV

Signature: Apoorva

Mobile Number: 9980669039

Email ID: apoorvan@niti99@gmail.com

Institution: Navodaya Institute of Technology

Date: 10-06-18




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

Date: 10/6/18

Name: T N Farheen / FCF / NIT

Re: Conditional Offer for Employment

It is our pleasure to welcome you to IIT associated with **YOGSHAN TECHNOLOGY SERVICES PRIVATE LIMITED** part of Agaram Group of Companies creating a global ecosystem to avail best individuals for our various IoT Technologies.

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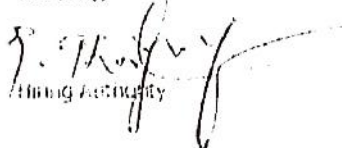
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Wish you very all the best!

Sincerely,


Hiring Authority

Accepted By

Candidate Name: T N Farheen

Signature: 

Mobile Number: 98614 74 980

Email ID: ncfarheen02@gmail.com

Institution: Navodaya Institute of Technology

Date: 10.06.2018.




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 108

Date: 10/6/18

Dear candidate: Meghana/ECE/NIT

Re: Conditional Offer for Employment

It is our pleasure to welcome you all to HFC associated with YOGSHAN TECHNOLOGIES SERVICES PRIVATE LIMITED part of Agram Group of Companies dealing a global ecosystem to avail best individuals for our various IoT Technologies.

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We reserve right to end our employment agreement with you. If the results of your program assesment along with all other preconditions not been successfullt met.

We will contact you as soon as the entire process has been completed.

Wish you very all the best.

Sincerely,

J. M. K. V. Y.
Hiring Authority

Accepted By

Candidate Name: Meghana
Signature: Meghana
Mobile Number: 8390974628
Email ID:
Institution: NIT, Raichur
Date: 10-6-2018



gavikar
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

Date: 10/6/18

Dear candidate: Chaitra / ECE / NIT

Re: Conditional Offer for Employment

It is our pleasure to welcome you all to HFC associated with **YOGSHAN TECHNOLOGIES SERVICES PRIVATE LIMITED** part of **Agram Group of Companies** dealing a global ecosystem to avail best individuals for our various IoT Technologies.

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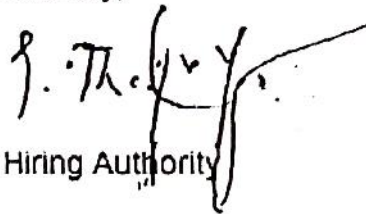
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Wish you very all the best.

Sincerely,


Hiring Authority

Accepted By

Candidate Name: Chaitra

Signature: 

Mobile Number:

Email ID:

Institution:

Date:

NIT Raichur

10/6/2018




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

Date: 10/6/18.

Dear candidate: Aishwarya Nair /ECE/ NIT.

Re: Conditional Offer for Employment

It is our pleasure to welcome you all to HFC associated with YOGSHAN TECHNOLOGIES SERVICES PRIVATE LIMITED part of Agram Group of Companies dealing a global ecosystem to avail best individuals for our various IoT Technologies.

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We will contact you as soon as the entire process has been completed.

Wish you very all the best.

Sincerely,

Accepted By

J. Th. J. Y.
Hiring Authority



Gulikar
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

Candidate Name:

Signature:

Mobile Number:

Email ID:

Institution:

Date:

Aishwarya Nair
Aishwarya Nair

NIT Raichur
10/06/2018

Date: 10/6/18

Dear candidate: Swathi/ECE/NIT.

Re: Conditional Offer for Employment

It is our pleasure to welcome you all to HFC associated with YOGSHAN TECHNOLOGIES SERVICES PRIVATE LIMITED part of Agram Group of Companies dealing a global ecosystem to avail best individuals for our various IoT Technologies.

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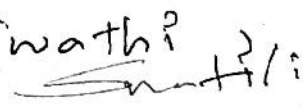
Sincerely,

Accepted By


Hiring Authority




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

Candidate Name: Swathi
Signature: 
Mobile Number:
Email ID:
Institution: NIT- Raichur.
Date: 10/06/18

Ref.: VTS/EAL/2018-Apr-27/Navodaya-SET

April 27, 2018

EMPLOYMENT APPOINTMENT LETTER CONDITIONAL - Confidential

N Aproova
D/O: Narayanappa
H.No: 4-4-101/26, NAvagruha Dhanlaxmi Layout,
Zaheerabad, Raichur

Dear Aproova,

Congratulations!!!

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with VIVAAN Techno Solutions ('VIVAAN' or 'Company') starting from June 18, 2018 (or such other date as may be communicated to you by the Company), as per details given below.

A). Your current designation will be "Software Engineer Trainee(SET)" and will be on probation/training for a period of Six months from the date of joining duty, thereafter based on your performance, you will be considered as regular employee of this company. During this period you are not entitled to avail any leave, if such considered will be LOP and same shall be considered during the confirmation of regularizing.

B). You will be required to work at the Company's offices/Company's Client location in Hyderabad or any place across PAN INDIA

C). Your all-inclusive annual target compensation (on a cost to company basis) will be up to INR 1,80,000.00/- (Rupees Ninety Six Thousand and Zero paisa only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment. The breakup of your all-inclusive annual target compensation is placed in Annexure I(B) with the appointment letter at the time of joining.

Please note that your name mentioned in the offer letter will be used to create your employee records in VIVAAN & the same will be continued for all the communication purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the necessary documents such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D.) The following elements are included in the compensation package stated above:

1. Performance Bonus (Variable Pay) - You will be eligible to participate in the Company's Performance Bonus as per the Company policy.

a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any

Vivaan Techno Solutions
H.no.1-62-151, Triguna Mansion, Kavuri Hills, Madhapur, HYD - 81
☎ : +91 - 40 4333 4823 | ✉ : info@vivaantech.com
www.vivaantech.com



Principal
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Navodaya Institute of Technology (NIT)
RAICHUR-584 103

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changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

- b.) The Performance Bonus referred above may include any statutory bonus mandated by applicable law.
- E.) As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:
1. Group Medical Insurance - In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company after 'Post training period/Probation'. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.
 2. Group Personal Accident Insurance - You shall be covered under the Personal Accident Insurance Policy held by the Company.
 3. Group Term Life Insurance - You shall also be covered under the Group Term Life Insurance Policy held by the Company.
 4. Transport Facility - Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll - N/A as if now!
 5. Annual Leave/Public Holidays - You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.
- If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.
- F.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.
- G.) Conditions of hire:
1. Your employment with the Company will be subject to the following pre-conditions:
 - a. You will submit relevant documents as mandated by the Company;
 - b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company;
 - c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company or before joining the Company;
 - d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
 - e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform



Principals
PRINCIPAL
 Navodaya Institute of Technology (NTI)
 RAICHUR - 584 103

your duties hereunder and/or upon the Company.

- f. You provide two satisfactory references, one being from your most recent employer/college/authorized government officer's (prior to joining VIVAAN);
 - g. Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared; and
 - h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining
 - i. You fill the complete Back ground verification form given along with the welcome mail of the offer.
 - j. You have achieved minimum 65% aggregate in all semesters of your graduation. (if less than the said percentage your joining to Organization will be decided, basing on conditional acceptance, if any)
 - k. You submit the following mandatory documents before the date of joining
 - i. Highest Degree/Provisional Certificate and Final year Mark sheet
 - ii. In case you do not have the Education documents on the Day of joining, your joining will not be happen, basing on system your date of joining will be decided by Organization.
2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

H.) Your employment with the Company will also be governed by the terms and conditions of employment contained in appointment letter issued at the time of joining at Vivaan

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At VIVAAN, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. VIVAAN values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version (soft/hard copy) of this letter immediately to us within Five (5) days from the date of this letter to the mail id hr@vivaantech.com. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.



Pravin K 29/12
PRINCIPAL
Navodaya Institute of Technology (IIT)
RAICHUR
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For VIVAAN Techno Solutions



Rao Penubothu
Director

Acceptance

I have read and understood the contents of this Employment Offer Letter hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and VIVAAN Techno Solutions.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Signature:

Name:

Date:



Pravika 18/7
PRINCIPAL
Navodaya Institute of Technology (NIT)
NIT - 584 103

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Ref.: VTS/EAL/2018-Apr-27/Navodaya-SET

April 27, 2018

EMPLOYMENT APPOINTMENT LETTER CONDITIONAL - Confidential

Aishwarya Nair
D/o: Ramesh Nair
H.No: 1-9-64, Azad Nagar, Station road
Raichur

Dear Aishwarya,

Congratulations!!!

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with VIVAAN Techno Solutions ('VIVAAN' or 'Company') starting from **June 18, 2018** (or such other date as may be communicated to you by the Company), as per details given below.

A). Your current designation will be "Software Engineer Trainee(SET)" and will be on probation/training for a period of Six months from the date of joining duty, thereafter based on your performance, you will be considered as regular employee of this company. During this period you are not entitled to avail any leave, if such considered will be LOP and same shall be considered during the confirmation of regularizing.

B). You will be required to work at the Company's offices/Company's Client location in **Hyderabad** or any place across **PAN INDIA**

C). Your all-inclusive annual target compensation (on a cost to company basis) will be up to **INR 1,80,000.00/- (Rupees Ninety Six Thousand and Zero paisa only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment. The breakup of your all-inclusive annual target compensation is placed in Annexure I(B) with the appointment letter at the time of joining.

Please note that your name mentioned in the offer letter will be used to create your employee records in VIVAAN & the same will be continued for all the communication purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the necessary documents such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D.) The following elements are included in the compensation package stated above:

1. Performance Bonus (Variable Pay) - You will be eligible to participate in the Company's Performance Bonus as per the Company policy.

a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any



Vivaan Techno Solutions
H.No. 1-9-64, 151, Triguna Mansion, Kavuri Hills, Warangal, HYD - 506 001
91 - 40 4333 4823
www.vivaantechgroup.com

[Handwritten signature]
PRINCIPAL
Navodaya Techno Solutions (PVT) LTD.
RAICHUR - 506 103

Ref.: VTS/EAL/2018-Apr-27/Navodaya-SET

April 27, 2018

EMPLOYMENT APPOINTMENT LETTER CONDITIONAL - Confidential

Sahana Vaidya
D/O Chandrakanth Vaidya,
H.No: 6-2-70/26/A/1, Manik prabhu Layout, Raichur

Dear Sahana,

Congratulations!!!

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with VIVAAN Techno Solutions ('VIVAAN' or 'Company') starting from June 18, 2018 (or such other date as may be communicated to you by the Company), as per details given below.

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4333 4823 | info@vivaantech.com
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PRINCIPAL
Navodaya Institute of Technology (PVT)
RAICHUR-584 103

Ref.: VTS/EAL/2018-Apr-27/Navodaya-SET

April 27, 2018

EMPLOYMENT APPOINTMENT LETTER CONDITIONAL - Confidential

R P Vanishree
D/O K Ramacharya Joshi,
H.No: 8-11-184/294, Krishna Dwaraya nagar, Bolmandoddi Road, Raichur

Dear Vanishree,

Congratulations!!!

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with VIVAAN Techno Solutions ('VIVAAN' or 'Company') starting from **June 18, 2018** (or such other date as may be communicated to you by the Company), as per details given below.

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Signature
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103
Vivaan Techno Solutions
Triguna Mansion, Kavali Hills, Madhapur, HYD - 81
40 4333 4823 | ✉: info@vivaantech.com
www.vivaantech.com

Ref.: VTS/EAL/2018-Apr-27/Navodaya-SET

April 27, 2018

EMPLOYMENT APPOINTMENT LETTER CONDITIONAL - Confidential

Savitha
D/O Basayya Mathapati,
Belur, Badamitaluk, Bagalkot Dist

Dear Savitha,

Congratulations!!!

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with VIVAAN Techno Solutions ('VIVAAN' or 'Company') starting from **June 18, 2018** (or such other date as may be communicated to you by the Company), as per details given below.

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PRINCIPAL
Vivaan Techno Solutions
Navodaya Institute of Technology (NIT)
H.no.102-151, 1st Stage, 1st Cross, 1st Main Road, RAICHUR, KARNATAKA, PIN-575 102, TEL: +91 8333 4823 | ✉: info@vivaantech.com
www.vivaantech.com

Ref.: VTS/EAL/2018-Apr-27/Navodaya-SET

April 27, 2018

EMPLOYMENT APPOINTMENT LETTER CONDITIONAL - Confidential

Supriya
D/O Subhash
H.No: Ward no: 8, Birla Area, Near Saint Ambros School, Vadi Junction Gulbarga

Dear Supriya,

Congratulations!!!

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with VIVAAN Techno Solutions ('VIVAAN' or 'Company') starting from **June 18, 2018** (or such other date as may be communicated to you by the Company), as per details given below.

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B). You will be required to work at the Company's offices/Company's Client location in **Hyderabad or any place across PAN INDIA**

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D.) The following elements are included in the compensation package stated above:

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Ref.: VTS/EAL/2018-Apr-27/Navodaya-SET

April 27, 2018

EMPLOYMENT APPOINTMENT LETTER CONDITIONAL - Confidential

Sameer

S/o: Syed Ali

H.No: 1-6-14, Station area, God street, Raichur

Dear Sameer,

Congratulations!!!

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with VIVAAN Techno Solutions ('VIVAAN' or 'Company') starting from **June 18, 2018** (or such other date as may be communicated to you by the Company), as per details given below.

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Jalil Khan
PRINCIPAL
Navodaya Institute of Technology (NIT)
Raichur
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April 27, 2018

Ref.: VTS/EAL/2018-Apr-27/Navodaya-SET

EMPLOYMENT APPOINTMENT LETTER CONDITIONAL - Confidential

Biru Navalli Waghmode
S/O Nabula
H.No: 643/3, Maratagalli, Ugarkhurd, TQ - 80 Hani
Dist: Belagavi, Raichur

Dear Biru,

Congratulations!!!

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with VIVAAN Techno Solutions ('VIVAAN' or 'Company') starting from June 18, 2018 (or such other date as may be communicated to you by the Company), as per details given below.

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[Signature]
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RAICHUR - 54 103

Ref.: VTS/EAL/2018-Apr-27/Navodaya-SET

April 27, 2018

EMPLOYMENT APPOINTMENT LETTER CONDITIONAL - Confidential

Bandari Akshitha
D/O Jambanna
H.No: 1-4-158/6, Station area, Rajchur

Dear Akshitha,

Congratulations!!!

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April 27, 2018

EMPLOYMENT APPOINTMENT LETTER CONDITIONAL - Confidential

S A Hasan Mohammed
H.No: 2-2-28/4, Jal Qtrs, Androon, Quilla, Raichur

Dear Hasan,

Congratulations!!!

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with VIVAAN Techno Solutions ('VIVAAN' or 'Company') starting from June 18, 2018 (or such other date as may be communicated to you by the Company), as per details given below.

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April 27, 2018

EMPLOYMENT APPOINTMENT LETTER CONDITIONAL - Confidential

Ramesh
D/O Yenkappa
H.No: 1/31, Berankal, Tanda, Wadagera, TQ - Shapur, Dist Yadgiri

Dear Ramesh,

Congratulations!!!

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Principal

Ref.: VTS/EAL/2018-Apr-27/Navodaya-SET

April 27, 2018

EMPLOYMENT APPOINTMENT LETTER CONDITIONAL - Confidential

M Shakeer Ahmed
S/O M Musthaq Ahmed
H.No: 1-5-228/74/2, Behind IB Road, Ramnagar
Dist: Raichur

Dear Shakeer,

Congratulations!!!

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with VIVAAN Techno Solutions ('VIVAAN' or 'Company') starting from June 18, 2018 (or such other date as may be communicated to you by the Company), as per details given below.

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Handwritten signature
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

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April 27, 2018

EMPLOYMENT APPOINTMENT LETTER CONDITIONAL - Confidential

Veena
D/O Shaker
H.No: 4-4-193/4C, BRB College /main road, Zaheerabad, Raichur

Dear Veena,

Congratulations!!!

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with VIVAAN Techno Solutions ('VIVAAN' or 'Company') starting from **June 18, 2018** (or such other date as may be communicated to you by the Company), as per details given below.

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April 27, 2018

EMPLOYMENT APPOINTMENT LETTER CONDITIONAL - Confidential

Shanti
D/O Anthony
H.No: 111/1, Building no: 257, MPT col,
Vasco, GOA

Dear Shanti,

Congratulations!!!

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Ref.: VTS/EAL/2018-Apr-27/Navodaya-SET

April 27, 2018

EMPLOYMENT APPOINTMENT LETTER CONDITIONAL - Confidential

Md. Salman
S/O Md Rafi
H.No: 12-12-231, Opp Fatima Masjid, Kaji Col, Arab Mohalla, Raichur

Dear Salman,

Congratulations!!!

Pursuant to our discussions, we are pleased to offer you employment opportunity, on a full-time basis, with VIVAAN Techno Solutions ('VIVAAN' or 'Company') starting from **June 18, 2018** (or such other date as may be communicated to you by the Company), as per details given below.

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April 27, 2018

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EMPLOYMENT APPOINTMENT LETTER CONDITIONAL - Confidential

K Bandesh Kumar
S/o: K Satyanaryana
H.No: Near OLD LIC Office, Saptagiri Raichur Road, Manvi

Dear Bandesh,

Congratulations!!!

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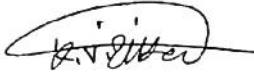
On-Campus Placement Drive
El Camino Software Pvt Ltd., Through Seventh
Sense Talent Solutions Pvt. Ltd.

2017-18
(05)
Civil - 02
Mech - 02
(05)

Selected Students List

Date: 23/04/2018

| S.No | Name of the Student | Department |
|------|---------------------------|------------|
| 1. | Mr. KHAJA KALEEMUDDIN | Mech. |
| 2. | Mr. BANESHA | Civil |
| 3. | Mr. SHRIKANT G RATHOD | Civil |
| 4. | Mr. AJAY NARASIMHA PATGAR | Mech. |
| 5. | Mr. NAZIR SAB | Civil |



HR Department
Seventh Sense Talent Solutions pvt. Ltd.
Bangalore



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RAICHUR-584 103

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LETTER OF INTENT

Dear Mr. **KHAJA : KALEEMUDDIN**

Mobile No. **+91 8095634671**

Place of Interview Held : **Navodaya Institute of Technology, Raichur**

We are pleased to inform you that, you have been selected for the next round of interview for the post of **Customer Case Executive**

in Elcamino Software Pvt Ltd. We wish you all the best and contact us at the below address for further process.

We, request you to carry all your certificates photo copy for verification purpose and needful action.

Elcamino Software Pvt Ltd.

#63, 1st Floor, Matangi Enclave, 1st Block BEL Layout, Opp. ICICI Bank,
Vidyaranayapura, Bangalore - 560097.

Contact Name : Dheeraj Sahani

Contact Number : 9845667522 / 080 - 40933247 / 080 - 40933249.

Issued By:

Dheeraj

Place :

Date :

Accepted By:

Name :

Mobile No. :



Principals
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RAICHUR-584 103

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LETTER OF INTENT.

Dear Mr. SHRIKANT G. RATHOD

Mobile No. +91 9663447039

Place of Interview Held : Navodaya Institute of Technology, Raichur

We are pleased to inform you that, you have been selected for the next round of interview for the post of Customer Case Executive

in Elcamino Software Pvt Ltd. We wish you all the best and contact us at the below address for further process

We, request you to carry all your certificates photo copy for verification purpose and needful action.

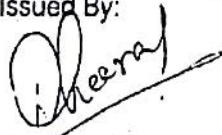
Elcamino Software Pvt Ltd.

#63, 1st Floor, Matangi Enclave, 1st Block BEL Layout, Opp. ICICI Bank,
Vidyaranayapura, Bangalore – 560097.

Contact Name : Dheeraj Sahani

Contact Number : 9845667522 / 080 – 40933247 / 080 – 40933249.

Issued By:



Place :
Date :

Accepted By:

Name :
Mobile No. :




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584-103

Scanned with CamScanner

LETTER OF INTENT.

| |
|---|
| Dear Mr. NAZIR SAB |
| Mobile No. 791 7795895864 |
| Place of Interview Held : Navodaya Institute of Technology, Raichur |

We are pleased to inform you that, you have been selected for the next round of interview for the post of Customer Case Executive in Elcamino Software Pvt Ltd. We wish you all the best and contact us at the below address for further process.

We, request you to carry all your certificates photo copy for verification purpose and needful action.

| |
|--|
| Elcamino Software Pvt Ltd. #63, 1 st Floor, Matangi Enclave, 1 st Block BEL Layout, Opp. ICICI Bank, Vidyaranayapura, Bangalore – 560097. Contact Name : Dheeraj Sahani Contact Number : 9845667522 / 080 – 40933247 / 080 – 40933249. |
|--|

Issued By:

Dheeraj

Place :
Date :

Accepted By:

Name :
Mobile No. :



Prakash
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

Scanned with CamScanner

LETTER OF INTENT

Dear Mr. **BANESHA B**

Mobile No: **8951484307**

Place of Interview Held: **Navodaya Institute of Technology, Raichur**

We are pleased to inform you that, you have been selected for the next round of interview for the post of **Customer case Executive**

in Elcamino Software Pvt Ltd. We wish you all the best and contact us at the below address for further process.

We request you to carry all your certificates photo copy for verification purpose and needful action.

Elcamino Software Pvt Ltd

#63-1st Floor, Majangal Enclave, 1st Block, BEL Layout, Opp. ICICI Bank,
Vidyaranayapura, Bangalore - 560097

Contact Name: **Dheeraj Sahanj**

Contact Number: **9845667522 / 080 - 40933247 / 080 - 40933249**

Issued By:



Accepted By:

Place
Date:

Name
Mobile No:



Scanned with CamScanner

PRINCIPAL
Navodaya Institute of Technology
RAICHUR - 584 109

LETTER OF INTENT

Dear Mr. **AJAY NARASIMHA PATGAR**

Mobile No. **+91 9591264605**

Place of Interview Held **Navodaya Institute of Technology, Raichur**

We are pleased to inform you that, you have been selected for the next round of interview for the post of **Customer Care Executive**

in Elcamino Software Pvt Ltd. We wish you all the best and contact us at the below address for further process.

We request you to carry all your certificates photo copy for verification purpose and needful action.

Elcamino Software Pvt Ltd

#63, 1st Floor, Matangi Enclave, 1st Block BEL Layout, Opp. ICICI Bank,
Vidyaranayapura, Bangalore - 560097

Contact Name **Dheera Sahani**

Contact Number **9845667522 / 080 - 40933247 / 080 - 40933249**

Issued By



Accepted By

Place
Date

Name
Mobile No



PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-523 103

CE No : 507/08
No : 63-45941-90
No : TNSLMK3/71160/2009
PAN No : AJNPR3547F

Cell : 9110298978

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date: 05/03/2018

To

MR.SIDDHALING P,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. SIDDHALING P is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur .

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop.
Hosur.
Contact :9535479189.




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

LICENCE No: 507/08
ESI No. : 63-45941-90
PF No. : TNSLMK3/7/1160/2009
PAN No. : AJNPR3547F

Cell : 9110298978

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date:

05/03/2018

To

MR.NAGARAJ H,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. NAGARAJ H is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur.

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop.
Hosur.
Contact :9535479189.



Principal
PRINCIPAL
Navodaya Institute of Technology (MTH)
RAICHUR-584 103

LICENCE No : 507/08
ESI No. : 63-45941-90
PF No. : TNSLMK3/71160/2009
PAN No. : AJNPR3547F

Cell : 9110298978

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date:

05/03/2018

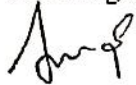
To

MR.SHIV KUMAR,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. SHIVKUMAR is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur .

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop,
Hosur.
Contact :9535479189.



Praveen Kumar
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

Cell : 9110298978

ENCE No : 507/08
ESI No. : 63-45941-90
PF No. : TNSLMK3/71160/2009
PAN No. : AJNPR3547F

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date:

05/03/2018

To

MR.MANJUNATH C,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. MANJUNATH C is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur.

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop,
Hosur.
Contact :9535479189.




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

LICENCE No: 507/08
ESI No. : 63-45941-90
PF No. : TNSLMK3/71160/2009
PAN No. : AJNPR3547F

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date:

05/03/2018

To

MR.MADUSUDHAN REDDY,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. MADUSUDHAN REDDY is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10.500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract.
Hosur.

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop.
Hosur.
Contact :9535479189.



Handwritten signature: Jawi Karve
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

LICENCE No : 507/08
ESI No. : 63-45941-90
PF No. : TNSLMK3/71160/2009
PAN No. : AJNPR3547F

Cell : 9110298978

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date:

05/03/2018

To

MR. AJITHKUMAR HOLI,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. AJITH KUMAR HOLI is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur.

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop,
Hosur.
Contact :9535479189.



Handwritten signature in green ink
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

LICENCE No: 507/08
ESI No. : 63-45941-90
PF No. : TNSLMK3/71160/2009
PAN No. : AJNPR3547F

Cell : 9110298978

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date:

05/03/2018

To

MR.SUMIT TIWARI,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. SUMIT TIWARI is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10.500 CTC for 8hrs Duty. during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.


Warm Regards



HR Department
Om Shakthi Contract
Hosur.

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop,
Hosur.
Contact :9535479189.




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

LICENCE No : 507/08
ESI No. : 63-45941-90
PF No. : TNSLMK3/7/1160/2009
PAN No. : AJNPR3547F

Cell : 9110298978

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date:

05/03/2018

To

MR.ABHISHEK,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. ABHISHEK is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur.

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop,
Hosur.
Contact :9535479189,




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

LICENCE No : 507/08
ESI No. : 63-45941-90
PF No. : TNSLMK3/71160/2009
PAN No. : AJNPR3547F

Cell : 9110298978

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date:

05/03/2018

To

MR. MANAPPA,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. MANAPPA is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur.

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop.
Hosur.
Contact :9535479189.



Pravin K
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

No: 507/08
: 63-45941-90
: TNSLMK3/7/1160/2009
No. : AJNPR3547F

Cell : 9110298978

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date:

05/03/2018

To

MR.SHIVARAJ,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. SHIVARAJ is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur.

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop.
Hosur.
Contact :9535479189.



Pravilega
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

LICENCE No : 507/08

ESI No. : 63-45941-90

PF No. : TNSLMK37/1160/2009

PAN No. : AJNPR3547F

Cell : 9110298978

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date:

05/03/2018

To

MR. M KHADAR
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. M KHADAR is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur.

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop,
Hosur.
Contact :9535479189.



Pravilane
PRINCIPAL 29/3
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

LICENCE No: 507/08
ESI No. : 63-45941-90
PF No. : TNSLMK3/71160/2009
PAN No. : AJNPR3547F

Cell : 9110298978

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date:

05/03/2018

To

MR. RAJENDRA,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. RAJENDRA is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur.

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop,
Hosur.
Contact :9535479189.



Handwritten signature of the Principal
PRINCIPAL 29/3
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

LICENCE No : 507/08
ESI No. : 63-45941-90
PF No. : TNSLMK3/71160/2009
PAN No. : AJNPR3547F

Cell : 9110298978

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date:

05/03/2018

To

MR. SHAMEER AHAMED,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. SHAMEER AHAMED is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur.

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop.
Hosur.
Contact :9535479189.



gamilagw
PRINCIPAL 29/3
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

LICENCE No : 507/08
ESI No. : 63-45941-90
PF No. : TNSLMK3/71160/2009
PAN No. : AJNPR3547F

Cell : 9110298978

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date:

05/03/2018

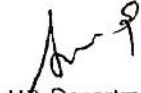
To

MR.SHAMEER PS,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. SHAMEER PS is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur.

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop.
Hosur.
Contact :9535479189.




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

CENCE No : 507/08
ESI No. : 63-45941-90
PF No. : TNSLMK3/71160/2009
PAN No. : AJNPR3547F

Cell : 9110298978

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date: 05/03/2018

To

MR. AYYAPPA K,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. AYYAPPA K is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur.

Reporting Location:
Ashok Leyland unit II
Gate No: 3
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Hosur.
Contact :9535479189.




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

LICENCE No : 507/08
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PF No. : TNSLMK3/71160/2009
PAN No. : AJNPR3547F

Cell : 9110298978

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date: 05/03/2018

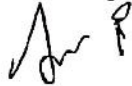
To

MR. LINGARAJ,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. LINGARAJ is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur .

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop,
Hosur.
Contact : 9535479189.




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

LICENCE No : 507/08
ESI No. : 63-45941-90
PF No. : TNSLMK3/71160/2009
PAN No. : AJNPR3547F

Cell : 9110298978

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date: 05/03/2018

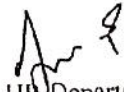
To

MR.SHIVAJI,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. SHIVAJI is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty. during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur.

Reporting Location:
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Gate No: 3
Adyaman College Bus stop,
Hosur.
Contact :9535479189.




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

LICENCE No: 507/08
ESI No. : 63-45941-90
PF No. : TNSLMK3/71160/2009
PAN No. : AJNPR3547F

Cell : 9110298978

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date: 05/03/2018

To

MR.BASAYYA MH,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. BASAYYA MH is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur.

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop,
Hosur.
Contact :9535479189.



Ganesh
PRINCIPAL 22/3/18
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

LICENCE No : 507/08
ESI No. : 63-45941-90
PF No. : TNSLMK3/71160/2009
PAN No. : AJNPR3547F

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date: 05/03/2018

To

MR. BANESHA B,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. BANESHA B is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur.

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop,
Hosur.
Contact : 9535479189.




PRINCIPAL
Navodaya Institute of Technology (NIT),
RAICHUR-584 103

LICENCE No : 507/08
ESI No. : 63-45941-90
PF No. : TNSLMK3/71160/2009
PAN No. : AJNPR3547F

Cell : 9110298978

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date: 05/03/2018

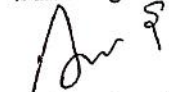
To

MR.DATTU KUMAR,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. DATTU KUMAR is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur.

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop.
Hosur.
Contact :9535479189.



Gallikano
PRINCIPAL
Navodaya Institute of Technology (IIT)
RAICHUR-584 103

Cell : 9110298978

SCENCE No : 507/08
ESI No. : 63-45941-90
PF No. : TNSLMK3/71160/2009
PAN No. : AJNPR3547F

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date:

05/03/2018

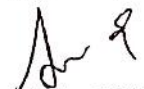
To

MR.M MOHSIN,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. M MOHSIN is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards


HR Department
Om Shakthi Contract
Hosur.

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop,
Hosur.
Contact :9535479189.




PRINCIPAL
Navodaya Institute of Technology (NIT),
RAICHUR-584 103

2017-18 MECH

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date: 05/03/2018

25

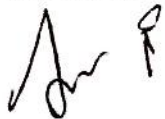
To,

MR. MD. SOHAIL
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. MD. SOHAIL is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC 13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates must approach the company in 3rd week of June 2018. At the time of joining candidate must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur .

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop,
Hosur.
Contact :9535479189



Principle
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date: 05/03/2018

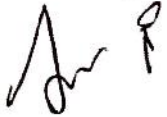
To,

MR. SHRIHARI
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. SHRIHARI is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC 13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates must approach the company in 3rd week of June 2018. At the time of joining candidate must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur .

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop,
Hosur.
Contact :9535479189




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

SE No: 507/08
No. : 63-45941-90
No. : TNSLMK3/71160/2009
AN No. : AJNPR3547F

Cell : 9110298978

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635 117.

Date:

05/03/2018

To

MR.ARUN KUMAR B,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. ARUN KUMAR B is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur.

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop,
Hosur.
Contact :9535479189.



Praveen
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

LICENCE No : 507/08
ESI No. : 63-45941-90
PF No. : TNSLMK3/71160/2009
PAN No. : AJNPR3547F

Cell : 9110298978

SRI OM SHAKTHI CONTRACTOR

No. 4/1193, Chinna Chappadi (V), Chappadi (Post), HOSUR - 635.117.

Date: 05/03/2018

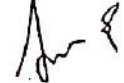
To

MR.VINAYAK ANNIGERI,
NAVODAYA INSTITUTE OF TECHNOLOGY,
RAICHUR.

LETTER OF INTENT

Mr. VINAYAK ANNIGERI is selected for the post of "Trainee Engineer in Production Department" for our client ASHOK LEYLAND, Hosur. The salary package will be CTC Rs.13000/- per month for 12hrs duty & 10,500 CTC for 8hrs Duty, during their training period. The candidates should approach the company in 3rd week of June 2018. At the time of joining, candidates must provide their original certificates for verification. There should not be any backlogs while joining.

Warm Regards



HR Department
Om Shakthi Contract
Hosur.

Reporting Location:
Ashok Leyland unit II
Gate No: 3
Adyaman College Bus stop.
Hosur.
Contact :9535479189.



Principles
PRINCIPAL 29/3
Navodaya Institute of Technology (H2)
RAICHUR-584 103

Date: 10.04.2018

OFFER LETTER

Dear Ajay Kumar M, Student of Navodaya Institute of Technology, Raichur. We are pleased to inform you that you have been selected for the profile of **Technical Support Engineer**.

Thus, we invite you to come and join with us at our ASAP Head office on or before 01.07.2018. We look forward to having you on our team and welcome you to ASAP Info Systems Pvt Ltd. Bangalore. Kindly confirm your acceptance of this offer in writing.

For ASAP Info Systems Pvt. Ltd



Pradeep M
Assistant Manager



Pradeep M
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 102

CIN: U30006IN1998PTC041655

Corporate Office: ASAP Info Systems Pvt. Ltd. SURVEY NO. 9/1, DODDANAKUNDI VILLAGE, K.R.PURAM HOBLI, MARATHALLI OUTER RING ROAD, Bengaluru,

Karnataka 560037. info@asapinfosystems.com, www.asapinfosystems.com

Registered office: No 416-D, Malar Colony, Anna Nagar, Chennai, Tamilnadu-600040.



civil

Date: 10.04.2018

OFFER LETTER

Dear Nisar Ahmed T, Student of Navodaya Institute of Technology, Raichur. We are pleased to inform you that you have been selected for the profile of **Technical Support Engineer**.

Thus, we invite you to come and join with us at our ASAP Head office on or before 01.07.2018. We look forward to having you on our team and welcome you to ASAP Info Systems Pvt Ltd. Bangalore. Kindly confirm your acceptance of this offer in writing.

For ASAP Info Systems Pvt. Ltd



Pradeep M
Assistant Manager



Pradeep M
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

CIN: U30006TN1998PTC041655

Corporate Office: ASAP Info Systems Pvt. Ltd. SURVEY NO. 9/1, DODDANAKUNDI VILLAGE, K.R.PURAM HOBLI, MARATHALLI OUTER RING ROAD, Bengaluru, Karnataka 560037. info@asapinfosystems.com, www.asapinfosystems.com

Registered office: No 416-D, Malar Colony, Anna Nagar, Chennai, Tamilnadu-600040.



mech.

Date: 10.04.2018

OFFER LETTER

Dear **Ajith Kumar**, Student of **Navodaya Institute of Technology, Raichur**. We are pleased to inform you that you have been selected for the profile of **Technical Support Engineer**.

Thus, we invite you to come and join with us at our ASAP Head office on or before 01.07.2018. We look forward to having you on our team and welcome you to ASAP Info Systems Pvt Ltd. Bangalore. Kindly confirm your acceptance of this offer in writing.

For ASAP Info Systems Pvt. Ltd



Pradeep M
Assistant Manager



Ajith Kumar
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

CIN: U30006TN1998PTC041655

Corporate Office: ASAP Info Systems Pvt. Ltd. SURVEY NO. 9/1, DODDANAKUNDI VILLAGE, K.R.PURAM HOBLI, MARATHALLI OUTER RING ROAD, Bengaluru, Karnataka 560037. info@asapinfosystems.com, www.asapinfosystems.com
Registered office: No 416-D, Malar Colony, Anna Nagar, Chennai, Tamilnadu-600040.

mech

Date: 10.04.2018

OFFER LETTER

Dear **Shaheen Begum**, Student of **Navodaya Institute of Technology, Raichur**. We are pleased to inform you that you have been selected for the profile of **Technical Support Engineer**.

Thus, we invite you to come and join with us at our ASAP Head office on or before 01.07.2018. We look forward to having you on our team and welcome you to ASAP Info Systems Pvt Ltd. Bangalore. Kindly confirm your acceptance of this offer in writing.

For ASAP Info Systems Pvt. Ltd



Pradeep M
Assistant Manager



Janika
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

CIN: U30006TN1998PTC041655

Corporate Office: ASAP Info Systems Pvt. Ltd. SURVEY NO. 9/1, DODDANAKUNDI VILLAGE, K.R.PURAM HOBLI, MARATHALLI OUTER RING ROAD, Bengaluru,

Karnataka 560037. info@asapinfosystems.com, www.asapinfosystems.com

Registered office: No 416-D, Malar Colony, Anna Nagar, Chennai, Tamilnadu-600040.



2017-18
CIVIL - 02
EEE 05
Mech 04

Date: 10.04.2018

OFFER LETTER

Dear Nauhiftha Khanam, Student of Navodaya Institute of Technology, Raichur. We are pleased to inform you that you have been selected for the profile of **Technical Support Engineer**.

Thus, we invite you to come and join with us at our ASAP Head office on or before 01.07.2018. We look forward to having you on our team and welcome you to ASAP Info Systems Pvt Ltd. Bangalore. Kindly confirm your acceptance of this offer in writing.

For ASAP Info Systems Pvt. Ltd



**Pradeep M
Assistant Manager**



[Signature]
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

CIN: U30006TN1998PTC041655

Corporate Office: ASAP Info Systems Pvt. Ltd. SURVEY NO. 9/1, DODDANAKUNDI VILLAGE, K.R.PURAM HOBLI, MARATHALLI OUTER RING ROAD, Bengaluru,

Karnataka 560037. info@asapinfosystems.com, www.asapinfosystems.com

Registered office: No 416-D, Malar Colony, Anna Nagar, Chennai, Tamilnadu-600040.



2017-18
MECH

04

Date: 10.04.2018

OFFER LETTER

Dear **Jackson Badigar**, Student of **Navodaya Institute of Technology, Raichur**. We are pleased to inform you that you have been selected for the profile of **Technical Support Engineer**.

Thus, we invite you to come and join with us at our ASAP Head office on or before 01.07.2018. We look forward to having you on our team and welcome you to ASAP Info Systems Pvt Ltd. Bangalore. Kindly confirm your acceptance of this offer in writing.

For ASAP Info Systems Pvt. Ltd



Pradeep M
Assistant Manager



Jani Kano
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

CIN: U30006TN1998PTC041655

Corporate Office: ASAP Info Systems Pvt. Ltd. SURVEY NO. 9/1, DODDANAKUNDI VILLAGE, K.R.PURAM HOBLI, MARATHALLI OUTER RING ROAD, Bengaluru,

Karnataka 560037. info@asapinfosystems.com, www.asapinfosystems.com

Registered office: No 416-D, Malar Colony, Anna Nagar, Chennai, Tamilnadu-600040.



Date: 10.04.2018

OFFER LETTER

Dear **Dinesh Akshakar**, Student of **Navodaya Institute of Technology, Raichur**. We are pleased to inform you that you have been selected for the profile of **Technical Support Engineer**.

Thus, we invite you to come and join with us at our ASAP Head office on or before 01.07.2018. We look forward to having you on our team and welcome you to ASAP Info Systems Pvt Ltd. Bangalore. Kindly confirm your acceptance of this offer in writing.

For ASAP Info Systems Pvt. Ltd



Pradeep M
Assistant Manager



Pradeep M
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

CIN: U30006TN1998PTC041655

Corporate Office: ASAP Info Systems Pvt. Ltd. SURVEY NO. 9/1, DODDANAKUNDI VILLAGE, K.R.PURAM HOBLI, MARATHALLI OUTER RING ROAD, Bengaluru,

Karnataka 560037. info@asapinfosystems.com, www.asapinfosystems.com

Registered office: No 416-D, Malar Colony, Anna Nagar, Chennai, Tamilnadu-600040.



Date: 10.04.2018

OFFER LETTER

Dear Ruksana Begum, Student of Navodaya Institute of Technology, Raichur. We are pleased to inform you that you have been selected for the profile of **Technical Support Engineer**.

Thus, we invite you to come and join with us at our ASAP Head office on or before 01.07.2018. We look forward to having you on our team and welcome you to ASAP Info Systems Pvt Ltd. Bangalore. Kindly confirm your acceptance of this offer in writing.

For ASAP Info Systems Pvt. Ltd



Pradeep M
Assistant Manager



Pradeep M
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

CIN: U30006TN1998PTC041655

Corporate Office: ASAP Info Systems Pvt. Ltd. SURVEY NO. 9/1, DODDANAKUNDI VILLAGE, K.R.PURAM HOBLI, MARATHALLI OUTER RING ROAD, Bengaluru,

Karnataka 560037. info@asapinfosystems.com, www.asapinfosystems.com

Registered office: No 416-D, Malar Colony, Anna Nagar, Chennai, Tamilnadu-600040



Date: 10.04.2018

OFFER LETTER

Dear Anagha Desai, Student of Navodaya Institute of Technology, Raichur. We are pleased to inform you that you have been selected for the profile of **Technical Support Engineer**.

Thus, we invite you to come and join with us at our ASAP Head office on or before 01.07.2018. We look forward to having you on our team and welcome you to ASAP Info Systems Pvt Ltd. Bangalore. Kindly confirm your acceptance of this offer in writing.

For ASAP Info Systems Pvt. Ltd



Pradeep M
Assistant Manager



Pradeep M
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

CIN: U30006TN1998PTC041655

Corporate Office: ASAP Info Systems Pvt. Ltd. SURVEY NO. 9/1, DODDANAKUNDI VILLAGE, K.R.PURAM HOBLI, MARATHALLI OUTER RING ROAD, Bengaluru,

Karnataka 560037. info@asapinfosystems.com, www.asapinfosystems.com

Registered office: No 416-D, Malar Colony, Anna Nagar, Chennai, Tamilnadu-600040



Date: 10.04.2018

OFFER LETTER

Dear Asima Nikhat, Student of Navodaya Institute of Technology, Raichur. We are pleased to inform you that you have been selected for the profile of **Technical Support Engineer**.

Thus, we invite you to come and join with us at our ASAP Head office on or before 01.07.2018. We look forward to having you on our team and welcome you to ASAP Info Systems Pvt Ltd. Bangalore. Kindly confirm your acceptance of this offer in writing.

For ASAP Info Systems Pvt. Ltd



Pradeep M
Assistant Manager



Pradeep M
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

CIN: U30006TN1998PTC041655

Corporate Office: ASAP Info Systems Pvt. Ltd. SURVEY NO. 9/1, DODDANAKUNDI VILLAGE, K.R.PURAM HOBLI, MARATHALLI OUTER RING ROAD, Bengaluru, Karnataka 560037. info@asapinfosystems.com, www.asapinfosystems.com
Registered office: No 416-D, Malar Colony, Anna Nagar, Chennai, Tamilnadu-600040



Date: 10.04.2018

OFFER LETTER

Dear Mahesh H, Student of Navodaya Institute of Technology, Raichur. We are pleased to inform you that you have been selected for the profile of **Technical Support Engineer**.

Thus, we invite you to come and join with us at our ASAP Head office on or before 01.07.2018. We look forward to having you on our team and welcome you to ASAP Info Systems Pvt Ltd. Bangalore. Kindly confirm your acceptance of this offer in writing.

For ASAP Info Systems Pvt. Ltd



Pradeep M
Assistant Manager



Pradeep M
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

CIN: U30006TN1998PTC041655

Corporate Office: ASAP Info Systems Pvt. Ltd. SURVEY NO. 9/1, DODDANAKUNDI VILLAGE, K.R.PURAM HOBLI, MARATHALLI OUTER RING ROAD, Bengaluru, Karnataka 560037. info@asapinfosystems.com, www.asapinfosystems.com

Registered office: No 416-D, Malar Colony, Anna Nagar, Chennai, Tamilnadu-600040

Shilpa Medicare Limited



Innovating for
affordable healthcare

Manufacturers and Exporters of Bulk Drugs

12-6-214/A1, Hyderabad Road,
RAICHUR - 584 135, Karnataka, India.

Phone : +91-8532 - 238704, Fax : +91-8532-238876

E-mail : info@vbshilpa.com Website : www.vbshilpa.com

CIN No. L85110KA1987PLC008739

SML/CORP-HUBLI/OFFER-2017-18

DATE: 21-04-2018

To,

Mr. Uday Kumar B

Navodaya Institute of Technology

Raichur-584103

Sub:-Offer of Employment

This has reference to your application for employment in our company and the subsequent interview had with us. We are pleased to offer you an employment with our organization as a "SAP TRAINEE" at our SHILPA MEDICARE LIMITED, DABASPET UNIT and need to report corporate SAP-Head.

You are requested to join at the earliest failing which this offer of employment stands withdrawn.

Kindly confirm your exact date of joining with our organization.

You are required to submit the following documents at the time of joining:

1. Joining report.
2. Photos-(PP)-03 No's.
3. Photocopy of your testimonial from SSLC onwards.
4. Proof of Date of Birth.
5. Pre-employment medical fitness certificate.
6. Your overall stipend will be Rs.1.65 LAKHS P.A.

Kindly confirm your acceptance of this letter within a week

We heartily welcome you to our SHILPA MEDICARE Family.

For SHILPA MEDICARE LTD

AUTHORIZED SIGNATORY



PRINCIPAL
Navodaya Institute of Technology (NIT),
RAICHUR-584 103.



Innovating for
affordable healthcare

Shilpa Medicare Limited

Manufacturers and Exporters of Bulk Drugs

12-6-214/A1, Hyderabad Road,

RAICHUR - 584 135. Karnataka, India.

Phone : +91-8532 - 238704, Fax : +91-8532-238876

E-mail : Info@vbshilpa.com Website : www.vbshilpa.com

CIN No. L85110KA1987PLC008739

SML/CORP-HUBLI/OFFER-2017-18

To,

Mr. Sharanabasava,

Navodaya Institute of Technology

Raichur-584103

Sub:-Offer of Employment

DATE: 21-04-2018

This has reference to your application for employment in our company and the subsequent interview had with us. We are pleased to offer you an employment with our organization as a "SAP TRAINEE" at our SHILPA MEDICARE LIMITED, DABASPET UNIT and need to report corporate SAP-Head.


You are requested to join at the earliest failing which this offer of employment stands withdrawn. Kindly confirm your exact date of joining with our organization.

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4. Proof of Date of Birth.
5. Pre-employment medical fitness certificate.
6. Your overall stipend will be Rs.1.65 LAKHS P.A.

Kindly confirm your acceptance of this letter within a week

We heartily welcome you to our SHILPA MEDICARE Family.
for SHILPA MEDICARE LTD


AUTHORIZED SIGNATORY




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103



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affordable healthcare

Shilpa Medicare Limited

Manufacturers and Exporters of Bulk Drugs

12-6-214/A1, Hyderabad Road,
RAICHUR - 584 135, Karnataka, India.

Phone : +91-8532 - 238704, Fax : +91-8532-238876

E-mail : info@vbshilpa.com Website : www.vbshilpa.com

CIN No. L85110KA1987PLC008739

DATE: 21-04-2018

SML/CORP-HUBLI/OFFER-2017-18

To,

Mr. K Vishal

Navodaya Institute of Technology

Raichur-584103

Sub:-Offer of Employment

This has reference to your application for employment in our company and the subsequent interview had with us. We are pleased to offer you an employment with our organization as a "SAP TRAINEE" at our SHILPA MEDICARE LIMITED, DABASPET UNIT and need to report corporate SAP-Head.

You are requested to join at the earliest failing which this offer of employment stands withdrawn. Kindly confirm your exact date of joining with our organization.

You are required to submit the following documents at the time of joining:

1. Joining report.
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4. Proof of Date of Birth.
5. Pre-employment medical fitness certificate.
6. Your overall stipend will be Rs.1.65 LAKHS P.A.

Kindly confirm your acceptance of this letter within a week

We heartily welcome you to our SHILPA MEDICARE Family.
For SHILPA MEDICARE LTD


AUTHORISED SIGNATORY




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

EMAAR ASSOCIATES CONSULTANTS

Near Mahaveer Chowk Jamia Complex 1st Floor S.No.3, RAICHUR – 584101 Karnataka

OFFER LETTER

DATE: 11-05-2018

Dear Mr. K Avinash

With reference to the discussions you had with us, we are pleased to inform you that you have been offered a provisional appointment at EMAAR Associates Consultants as Site Supervisor.

You will receive a detailed appointment order at the time of your joining and the joining date will be intimated to you before 10 days.

Further you will be on probation for a period of 6 months and your services will be regularized upon successful completion of probation period. You may be placed at any project location as per the requirements of the company.

At the time of joining you have to carry a copy of updated resume, the documents related to your academics, Aadhar/Election ID Card, Proof of Address and any other documents candidate may desire to produce.

Wishing you All the Best,

For EMAAR Associate Consultatnts,


EMAAR ASSOCIATES

Consulting Civil Engineer
RAICHUR.




PRINCIPAL 23/7
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

EMAAR ASSOCIATES CONSULTANTS

Near Mahaveer Chowk Jamia Complex 1st Floor S.No.3, RAICHUR – 584101 Karnataka

OFFER LETTER

DATE: 11-05-2018

Dear Mr. Parashuram

With reference to the discussions you had with us, we are pleased to inform you that you have been offered a provisional appointment at EMAAR Associates Consultants as Site Supervisor.

You will receive a detailed appointment order at the time of your joining and the joining date will be intimated to you before 10 days.

Further you will be on probation for a period of 6 months and your services will be regularized upon successful completion of probation period. You may be placed at any project location as per the requirements of the company.

At the time of joining you have to carry a copy of updated resume, the documents related to your academics, Aadhar/Election ID Card, Proof of Address and any other documents candidate may desire to produce.

Wishing you All the Best,

For EMAAR Associate Consultatnts,


EMAAR ASSOCIATES

Consulting Civil Engineer
RAICHUR.




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

EMAAR ASSOCIATES CONSULTANTS

Near Mahaveer Chowk Jamia Complex 1st Floor S.No.3, RAICHUR – 584101 Karnataka

OFFER LETTER

DATE: 11-05-2018

Dear Mr. Pintu Rathod

With reference to the discussions you had with us, we are pleased to inform you that you have been offered a provisional appointment at EMAAR Associates Consultants as Site Supervisor.

You will receive a detailed appointment order at the time of your joining and the joining date will be intimated to you before 10 days.

Further you will be on probation for a period of 6 months and your services will be regularized upon successful completion of probation period. You may be placed at any project location as per the requirements of the company.


At the time of joining you have to carry a copy of updated resume, the documents related to your academics, Aadhar/Election ID Card, Proof of Address and any other documents candidate may desire to produce.

Wishing you All the Best,

For EMAAR Associate Consultants,


EMAAR ASSOCIATES
Consulting Civil Engineer
RAICHUR.




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 101

EMAAR ASSOCIATES CONSULTANTS

Near Mahaveer Chowk Jamia Complex 1st Floor S.No.3, RAICHUR – 584101 Karnataka

OFFER LETTER

DATE: 11-05-2018

Dear Mr. Rakesh Rajaram Patil

With reference to the discussions you had with us, we are pleased to inform you that you have been offered a provisional appointment at EMAAR Associates Consultants as Site Supervisor.

You will receive a detailed appointment order at the time of your joining and the joining date will be intimated to you before 10 days.

Further you will be on probation for a period of 6 months and your services will be regularized upon successful completion of probation period. You may be placed at any project location as per the requirements of the company.

At the time of joining you have to carry a copy of updated resume, the documents related to your academics, Aadhar/Election ID Card, Proof of Address and any other documents candidate may desire to produce.

Wishing you All the Best,

For EMAAR Associate Consultatnts,


EMAAR ASSOCIATES

Consulting Civil Engineer
RAICHUR.




PRINCIPAL
Navodaya Institute of Technology (NIT),
RAICHUR-584 103

EMAAR ASSOCIATES CONSULTANTS

Near Mahaveer Chowk Jamia Complex 1st Floor S.No.3, RAICHUR – 584101 Karnataka

OFFER LETTER

DATE: 11-05-2018

Dear Mr. Santosh Nandyal

With reference to the discussions you had with us, we are pleased to inform you that you have been offered a provisional appointment at EMAAR Associates Consultants as Site Supervisor.

You will receive a detailed appointment order at the time of your joining and the joining date will be intimated to you before 10 days.

Further you will be on probation for a period of 6 months and your services will be regularized upon successful completion of probation period. You may be placed at any project location as per the requirements of the company.

At the time of joining you have to carry a copy of updated resume, the documents related to your academics, Aadhar/Election ID Card, Proof of Address and any other documents candidate may desire to produce.

Wishing you All the Best,

For EMAAR Associate Consultants,


EMAAR ASSOCIATES

Consulting Civil Engineer
RAICHUR.




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

EMAAR ASSOCIATES CONSULTANTS

Near Mahaveer Chowk Jamia Complex 1st Floor S.No.3, RAICHUR – 584101 Karnataka

OFFER LETTER

DATE: 11-05-2018

Dear Mr. Ravichandra Nayak

With reference to the discussions you had with us, we are pleased to inform you that you have been offered a provisional appointment at EMAAR Associates Consultants as **Site Supervisor**.

You will receive a detailed appointment order at the time of your joining and the joining date will be intimated to you before 10 days.

Further you will be on probation for a period of 6 months and your services will be regularized upon successful completion of probation period. You may be placed at any project location as per the requirements of the company.

At the time of joining you have to carry a copy of updated resume, the documents related to your academics, Aadhar/Election ID Card, Proof of Address and any other documents candidate may desire to produce.

Wishing you All the Best,

For EMAAR Associate Consultatnts,


EMAAR ASSOCIATES

Consulting Civil Engineer
RAICHUR.




PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 101

Date: 21/05/2018

Name: Bhagyashree Totaganti

Address: CSE Department, Navodaya Institute of Technology, Raichur.

Dear, Bhagyashree Totaganti

Subject: Your Appointment Letter as "Application Developer" and terms & condition in Illuminate Skills.

We welcome you to **Illuminate Skills** and are pleased to confirm your appointment for the position of Application Developer under the following terms and conditions:

1. Date of Joining:

- You are being appointed as Application Developer in **Illuminate Skills** with effect from Date 01/08/2018

2. Place of Work:

- Your initial posting will be at our Bengaluru office. Your place of work may be changed to any other location to address business / client requirement as directed by the Company.
- You may be required to visit to the client site within and / or outside India.

3. Remuneration:

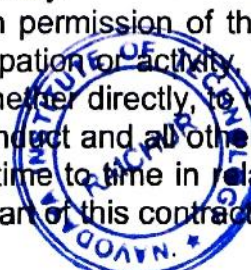
- Your annual fixed CTC will be **Rs.1, 80,000 P.A.** (Rupees: One lakh eighty thousand rupees only). The breakup of this compensation will be shared with you separately by HR. In addition, you may be eligible for performance based incentive as per incentive scheme of the company.
- The Incentive Scheme is subject to revisions at the discretion of the Management.
- You will be eligible for Gratuity as per Payment of Gratuity Act. 1972.
- Your compensation will be subject to deductions as application under provisions of Income Tax Act. 1961 and other application laws in India.

4. Probation Period:

- You will be on a probationary period of 6 months from date of joining the period of which may be extended at Company's discretion Based on your performance and confirmation review, action on confirmation of your employment will be taken as directed by Company policy and will be communicated to you in writing.

5. Work Conduct:

- During your employment with the Company, you shall devote your best efforts for promoting the Company's (and of any other relevant affiliate and / or business associate of the Company) business.
- You are required to effectively carry out all duties and responsibilities as assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of the Company.
- You shall not, except with the written permission of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal agent or otherwise which will be detrimental whether directly, to the Company's interests.
- You will be bound by the Code of Conduct and all other rules, regulations, policies and orders issued by the Company from time to time in relation to your conduct; discipline rules, regulation, policies et al, were part of this contract of appointment.



6. Training

- You will be imparted training on-the-job and periodically when the training programs will be organized. The Company lays high importance when the training its employees and spends considerable resources on it. A full commitment from employee side is expected during the training period.

7. Disclosure of Information:

- You confirm that you have disclosed all your business interests in the Company whether or not they are similar to or in conflict with the business (es) or the activities of the Company, & all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any immediate relatives. Also you agree to immediately disclose, to the Company any such interests or circumstances which may arise during your employment.

8. Confidentiality:

- All information regarding the affairs or business matters of the Company (and of any other relevant affiliate and/or business associate of the Company) – concepts, working methods, client portfolios, strategies – that come to your knowledge by reasons of your employment is deemed to be confidential and considered a trade secret.
- You shall be required to maintain strict confidentiality of such information and data that may come to your possession or knowledge by virtue of the engagement, use it only as may be required in the normal course of your work and shall not disclose or divulge any information or data, without prior consent of an authorized officer of the Company.
- You shall at all times keep the details of your salary and employment benefits at the Company strictly and shall not disclose such details to any other person within the Company.
- You shall use the Company name, Logos trademarks or other identifiers strictly in the manner permitted by the Company's policies or for the purposes of provision of Services delegated to you to the extent required.
- You shall at all times. Whether during or the termination of your employment act with utmost fidelity and shall not disclose or divulge any such confidential information to third parties or make use of such information for your own benefit or the benefit of any third party, either during the term of your employment or thereafter.
- This clause applies during the employment and continues for 24 months after expiry or termination of employment. Failure to adherence to this clause will invite legal action by the Company.

9. Monitoring Policy:

- Please note that emails sent to you and by you may be monitored from time to time for the purpose of identifying any non-compliance with the Company policies or applicable laws. These emails along with attachments are considered as property of the company.
- If such monitoring discloses breach of any law or Company policies, disciplinary action may follow including termination of the employment.

10. Notice Period:

- During the probation (including any extension), services may be terminated by either party, giving written notice to one week or payment salary in Lieu of thereof.
- Post confirmation, services may be terminated by either party, giving two months' notice, which comprises a non-negotiable mandatory working period of 1 month, with the remainder of the notice period being negotiable on both sides (to agree the release date & salary payment in lieu of notice if any).
- The Company may terminate / suspend your services at its discretion at any time immediately upon written notice to you if it has been alleged and prima facie established through preliminary internal inquiry that you have committed (i) any heinous criminal act or any offense involving moral turpitude. Examples include rape, forgery, robbery, etc. (ii) sexual harassment or (iii) other act that threatens or likely to damage the Company's reputation.



Principal
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

- You are required to identify and train your replacement and facilitate a successful handover/knowledge transfer. Failure to comply with the clause would be considered against the Company policy. A prior approval by the Management shall be considered as an exception to this clause through mutual settlement between both the parties.
- The Company reserves the right to terminate your employment on the grounds mentioned in clause 11 below. In such an event, you will be subject to immediate dismissal and the Company will not be liable to give you pay for the notice period. The Company further reserves the right to initiate legal action as it deems fit.

11. Termination of Services:

- If at any time during the course of your employment, it is found that you have made a false or an incomplete declaration with regard to your qualification / experience and other detail, your appointment will be treated void with immediate effect without any payment in lieu of notice period.
- If at any time during the course of your employment, it is found that you have committed any act of gross misconduct or serious breach of employment terms, been guilty of conduct tending to bring yourself or the Company into disrepute, been absent for a continuous period of 10 days without approval/information, indulged in policy violation/fraud/financial irregularities and/or been found to demonstrate unsatisfactory job performance your services will be terminated and you shall not be entitled to any notice period or payment in lieu thereof.

12. Leave:

- You will be entitled to Casual/Sick Leaves: National/Festival holidays as stipulated by law/company policy, in a calendar year. The same may be changed from time to time in accordance with changes in law and/or company policy.

13. Expenses:

- The company shall reimburse all your reasonable expenses incurred in the performance of your duties as specified above upon submission of receipts. The laid down claims procedure must be followed you will be entitled for reimbursement of mobile phone expenses on actual per company policy.

14. Deductions:

- During your employment or in the event of any termination the Company is entitled to deduct any amount due from you to the Company from actual total compensation including but not limited to:
 - a. Any debt or advance for the time being owed by you to the Company
 - b. Any deduction related to leave or holiday taken in excess of entitlement as at the date of termination of employment: and
 - c. Any deduction with respect to expenses incurred by the Company or the cost of repairing damage to the Company's property caused by you (and of recovering the same).

15. Return of Company Property

- You shall promptly upon request by the Company and in any event upon the expiry or termination of your employment return and surrender to Company laptop and other assigned assets, all such confidential information including without limitation, data, information, files, books, magazines, reports, documents, manuals, any knowledge database in whatever form including but not limited to electronically held data that concerns the business of the Company which may have been prepared by you or come into your possession custody or control in the course of your employment.
- You shall not keep any copies of these items in any form whatsoever.
- Violation of this clause may invite legal action.

16. Non – Competition:

In the event of your separation from Company for whatever reason:

- For a period of 2 year thereafter (except with the written approval of the Company) you will not solicit business in competition with the Company nor pass information to a third party that may result in the same effect from any other organization which is at the data of separation a client or a prospect with which negotiations are underway neither will you



Principals
PRINCIPAL
 Institute of Technology (NIT)
 RAIPUR-584 103

in competition offer or supply products or services which compete directly with those products or services offered by the Company.

- You agree that for a period of 1 year after your separation from the Company you will not endeavor to solicit or entice away any person who is an employee of the Company or who was in its employment up to 6 months preceding your severance.

17. Other:

- Under the Sexual Harassment Prevention Act, 2013, sexual harassment is considered as misconduct. The Consequences of such misconduct can be – apart from deduction of wages, termination of employment or transfer to another location.
- Your appointment is contingent upon Medical Fitness Certificate satisfactory reference background checks, including verification of your application materials education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non- competes obligation or other restrictive clauses with any previous employer).
- You will be governed by the Company's policies during the course of your employment. It will be obligatory on your part to ensure compliance to the applicable statuses, regulations and requirements laid down by the Company and other regulatory and statutory bodies. Violation of the terms and conditions mentioned herein would attract disciplinary and/or legal action, including immediate termination.
- The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies and abide by the same.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association. You're are joining us at an exciting phase of your journey or building a world class firm and we are counting on you to help us get there.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out here in.

Yours Sincerely,



Bandenawaz Bagwan
MD, Illuminate Skills
Bengaluru

Authorized Signatory



PRINCIPAL
Nevedya Institute of Technology (NIT)
RAICHUR-584 103

I hereby accept and agree to the terms and conditions of this employment contract and any amendments, additions hereto. I also promise to adhere and abide by the policies and regulations of the Company as mentioned and amended from time to time.

Signature _____
Name _____
Date _____



Illuminate Skills
ADVANCING COMPETENCY ACROSS THE WORLD

Date: 21/05/2018

Name: Naziya Sultana

Address: CSE Department, Navodaya Institute of Technology, Raichur.

Dear Naziya Sultana,

Subject: Your Appointment Letter as "Application Developer" and terms & condition in Illuminate Skills.

We welcome you to **Illuminate Skills** and are pleased to confirm your appointment for the position of Application Developer under the following terms and conditions:

1. Date of Joining:

- You are being appointed as Application Developer in **Illuminate Skills** with effect from Date **01/08/2018**

2. Place of Work:

- Your initial posting will be at our Bengaluru office. Your place of work may be changed to any other location to address business / client requirement as directed by the Company.
- You may be required to visit to the client site within and / or outside India.

3. Remuneration:

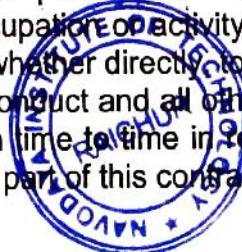
- Your annual fixed CTC will be Rs.1, 80,000 P.A. (Rupees: One lakh eighty thousand rupees only). The breakup of this compensation will be shared with you separately by HR. In addition, you may be eligible for performance based incentive as per incentive scheme of the company.
- The Incentive Scheme is subject to revisions at the discretion of the Management.
- You will be eligible for Gratuity as per Payment of Gratuity Act. 1972.
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4. Probation Period:

- You will be on a probationary period of 6 months from date of joining the period of which may be extended at Company's discretion Based on your performance and confirmation review, action on confirmation of your employment will be taken as directed by Company policy and will be communicated to you in writing.

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- During your employment with the Company, you shall devote your best efforts for promoting the Company's (and of any other relevant affiliate and / or business associate of the Company) business.
- You are required to effectively carry out all duties and responsibilities as assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of the Company.
- You shall not, except with the written permission of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal agent or otherwise which will be detrimental whether directly to the Company's interests.
- You will be bound by the Code of Conduct and all other rules, regulations, policies and orders issued by the Company from time to time in relation to your conduct, discipline rules, regulation, policies et al, were part of this contract of appointment.



Navodaya Institute of Technology
RAICHUR-584 103

6. Training

- You will be imparted training on-the-job and periodically when the training programs will be organized. The Company lays high importance when the training its employees and spends considerable resources on it. A full commitment from employee side is expected during the training period.

7. Disclosure of Information:

- You confirm that you have disclosed all your business interests in the Company whether or not they are similar to or in conflict with the business (es) or the activities of the Company, & all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any immediate relatives. Also you agree to immediately disclose, to the Company any such interests or circumstances which may arise during your employment.

8. Confidentiality:

- All information regarding the affairs or business matters of the Company (and of any other relevant affiliate and/or business associate of the Company) – concepts, working methods, client portfolios, strategies – that come to your knowledge by reasons of your employment is deemed to be confidential and considered a trade secret.
- You shall be required to maintain strict confidentiality of such information and data that may come to your possession or knowledge by virtue of the engagement, use it only as may be required in the normal course of your work and shall not disclose or divulge any information or data, without prior consent of an authorized officer of the Company.
- You shall at all times keep the details of your salary and employment benefits at the Company strictly and shall not disclose such details to any other person within the Company.
- You shall use the Company name, Logos trademarks or other identifiers strictly in the manner permitted by the Company's policies or for the purposes of provision of Services delegated to you to the extent required.
- You shall at all times. Whether during or the termination of your employment act with utmost fidelity and shall not disclose or divulge any such confidential information to third parties or make use of such information for your own benefit of he benefit of any third party, either during the term of your employment or thereafter.
- This clause applies during the employment and continues for 24 months after expiry or termination of employment. Failure to adherence to this clause will invite legal action by the Company.

9. Monitoring Policy:

- Please note that emails sent to you and by you may be monitored from time to time for the purpose of identifying any non-compliance with the Company policies or applicable laws. These emails along with attachments are considered as property of the company.
- If such monitoring discloses breach of any law or Company policies, disciplinary action may follow including termination of the employment.

10. Notice Period:

- During the probation (including any extension), services may be terminated by either party, giving written notice to one week or payment salary in Lieu of thereof.
- Post confirmation, services may be terminated by either party, giving two months' notice, which comprises a non-negotiable mandatory working period of 1 month, with the remainder of the notice period being negotiable on both sides (to agree the release date & salary payment in lieu of notice if any).
- The Company may terminate / suspend your services at its discretion at any time immediately upon written notice to you if it has been alleged and prima facie established through preliminary internal inquiry that you have committed (i) any heinous criminal act or any offense involving moral turpitude. Examples include rape, forgery, robbery; etc. (ii) sexual harassment or (iii) other act that threatens or likely to damage the Company's reputation.



Praveen
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

- You are required to identify and train your replacement and facilitate a successful handover/knowledge transfer. Failure to comply with the clause would be considered against the Company policy. A prior approval by the Management shall be considered as an exception to this clause through mutual settlement between both the parties.
 - The Company reserves the right to terminate your employment on the grounds mentioned in clause 11 below. In such an event, you will be subject to immediate dismissal and the Company will not be liable to give you pay for the notice period. The Company further reserves the right to initiate legal action as it deems fit.
- 11. Termination of Services:**
- If at any time during the course of your employment, it is found that you have made a false or an incomplete declaration with regard to your qualification / experience and other detail, your appointment will be treated void with immediate effect without any payment in lieu of notice period.
 - If at any time during the course of your employment, it is found that you have committed any act of gross misconduct or serious breach of employment terms, been guilty of conduct tending to bring yourself or the Company into disrepute, been absent for a continuous period of 10 days without approval/information, indulged in policy violation/fraud/financial irregularities and/or been found to demonstrate unsatisfactory job performance your services will be terminated and you shall not be entitled to any notice period or payment in lieu thereof.
- 12. Leave:**
- You will be entitled to Casual/Sick Leaves: National/Festival holidays as stipulated by law/company policy, in a calendar year. The same may be changed from time to time in accordance with changes in law and/or company policy.
- 13. Expenses:**
- The company shall reimburse all your reasonable expenses incurred in the performance of your duties as specified above upon submission of receipts. The laid down claims procedure must be followed you will be entitled for reimbursement of mobile phone expenses on actual per company policy.
- 14. Deductions:**
- During your employment or in the event of any termination the Company is entitled to deduct any amount due from you to the Company from actual total compensation including but not limited to:
 - a. Any debt or advance for the time being owed by you to the Company
 - b. Any deduction related to leave or holiday taken in excess of entitlement as at the date of termination of employment: and
 - c. Any deduction with respect to expenses incurred by the Company or the cost of repairing damage to the Company's property caused by you (and of recovering the same).
- 15. Return of Company Property**
- You shall promptly upon request by the Company and in any event upon the expiry or termination of your employment return and surrender to Company laptop and other assigned assets, all such confidential information including without limitation, data , information, files, books, magazines, reports, documents, manuals, any knowledge database in whatever form including but not limited to electronically held data that concerns the business of the Company which may have been prepared by you or come into your possession custody or control in the course of your employment.
 - You shall not keep any copies of these items in any form whatsoever.
 - Violation of this clause may invite legal action.
- 16. Non – Competition:**
- In the event of your separation from Company for whatever reason:
- For a period of 2 year thereafter (except with the written approval of the Company) you will not solicit business in competition with the Company nor pass information to a third party that may result in the same effect from any other organization which is at the date of separation a client or a prospect with which negotiations are underway neither will you



Pravin Gao
 PRINCIPAL
 Navodaya Institute of Technology (PVT)
 RAICHUR-584 109

in competition offer or supply products or services which compete directly with those products or services offered by the Company.

- You agree that for a period of 1 year after your separation from the Company you will not endeavor to solicit or entice away any person who is an employee of the Company or who was in its employment up to 6 months preceding your severance.

17. Other:

- Under the Sexual Harassment Prevention Act. 2013, sexual harassment is considered as misconduct. The Consequences of such misconduct can be – apart from deduction of wages, termination of employment or transfer to another location.
- Your appointment is contingent upon Medical Fitness Certificate satisfactory reference background checks, including verification of your application materials education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non- competes obligation or other restrictive clauses with any previous employer).
- You will be governed by the Company's policies during the course of your employment. It will be obligatory on your part to ensure compliance to the applicable statuses, regulations and requirements laid down by the Company and other regulatory and statutory bodies. Violation of the terms and conditions mentioned herein would attract disciplinary and/or legal action, including immediate termination.
- The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies and abide by the same.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association. You're are joining us at an exciting phase of your journey or building a world class firm and we are counting on you to help us get there.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out here in.

Yours Sincerely,



**Bandenawaz Bagwan
MD, Illuminate Skills
Bengaluru**

Authorized Signatory



Handwritten signature of Principal
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

I hereby accept and agree to the terms and conditions of this employment contract and any amendments, additions hereto. I also promise to adhere and abide by the policies and regulations of the Company as mentioned and amended from time to time.

Signature _____

Name _____

Date _____



Illuminate Skills
ADVANCING COMPETENCY ACROSS THE WORLD

Date: 21/05/2018

Name: Vandana Totaganti

Address: CSE Department, Navodaya Institute of Technology, Raichur.

Dear Vandana Totaganti,

Subject: Your Appointment Letter as "Application Developer" and terms & condition in Illuminate Skills.

We welcome you to **Illuminate Skills** and are pleased to confirm your appointment for the position of Application Developer under the following terms and conditions:

1. Date of Joining:

- You are being appointed as Application Developer in **Illuminate Skills** with effect from Date **01/08/2018**

2. Place of Work:

- Your initial posting will be at our Bengaluru office. Your place of work may be changed to any other location to address business / client requirement as directed by the Company.
- You may be required to visit to the client site within and / or outside India.

3. Remuneration:

- Your annual fixed CTC will be **Rs.1, 80,000 P.A.** (Rupees: One lakh eighty thousand rupees only). The breakup of this compensation will be shared with you separately by HR. In addition, you may be eligible for performance based incentive as per incentive scheme of the company.
- The Incentive Scheme is subject to revisions at the discretion of the Management.
- You will be eligible for Gratuity as per Payment of Gratuity Act. 1972.
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- You are required to effectively carry out all duties and responsibilities as assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of the Company.
- You shall not, except with the written permission of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal agent or otherwise which will be detrimental whether directly, to the Company's interests.
- You will be bound by the Code of Conduct and all other rules, regulations, policies and orders issued by the Company from time to time in relation to your conduct, discipline rules, regulation, policies et al, were part of this contract of appointment.



PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

6. Training

- You will be imparted training on-the-job and periodically when the training programs will be organized. The Company lays high importance when the training its employees and spends considerable resources on it. A full commitment from employee side is expected during the training period.

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- You confirm that you have disclosed all your business interests in the Company whether or not they are similar to or in conflict with the business (es) or the activities of the Company, & all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any immediate relatives. Also you agree to immediately disclose, to the Company any such interests or circumstances which may arise during your employment.

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- You shall be required to maintain strict confidentiality of such information and data that may come to your possession or knowledge by virtue of the engagement, use it only as may be required in the normal course of your work and shall not disclose or divulge any information or data, without prior consent of an authorized officer of the Company.
- You shall at all times keep the details of your salary and employment benefits at the Company strictly and shall not disclose such details to any other person within the Company.
- You shall use the Company name, Logos trademarks or other identifiers strictly in the manner permitted by the Company's policies or for the purposes of provision of Services delegated to you to the extent required.
- You shall at all times. Whether during or the termination of your employment act with utmost fidelity and shall not disclose or divulge any such confidential information to third parties or make use of such information for your own benefit or the benefit of any third party, either during the term of your employment or thereafter.
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- If such monitoring discloses breach of any law or Company policies, disciplinary action may follow including termination of the employment.

10. Notice Period:

- During the probation (including any extension), services may be terminated by either party, giving written notice to one week or payment salary in Lieu of thereof.
- Post confirmation, services may be terminated by either party, giving two months' notice, which comprises a non-negotiable mandatory working period of 1 month, with the remainder of the notice period being negotiable on both sides (to agree the release date & salary payment in lieu of notice if any).
- The Company may terminate / suspend your services at its discretion at any time immediately upon written notice to you if it has been alleged and prima facie established through preliminary internal inquiry that you have committed (i) any heinous criminal act or any offense involving moral turpitude. Examples include rape, forgery, robbery, etc. (ii) sexual harassment or (iii) other act that threatens or likely to damage the Company's reputation.



Principal
PRINCIPAL
Navodaya Institute of Technology (PVT)
RAICHUR-54 103

- You are required to identify and train your replacement and facilitate a successful handover/knowledge transfer. Failure to comply with the clause would be considered against the Company policy. A prior approval by the Management shall be considered as an exception to this clause through mutual settlement between both the parties.
- The Company reserves the right to terminate your employment on the grounds mentioned in clause 11 below. In such an event, you will be subject to immediate dismissal and the Company will not be liable to give you pay for the notice period. The Company further reserves the right to initiate legal action as it deems fit.

11. Termination of Services:

- If at any time during the course of your employment, it is found that you have made a false or an incomplete declaration with regard to your qualification / experience and other detail, your appointment will be treated void with immediate effect without any payment in lieu of notice period.
- If at any time during the course of your employment, it is found that you have committed any act of gross misconduct or serious breach of employment terms, been guilty of conduct tending to bring yourself or the Company into disrepute, been absent for a continuous period of 10 days without approval/information, indulged in policy violation/fraud/financial irregularities and/or been found to demonstrate unsatisfactory job performance your services will be terminated and you shall not be entitled to any notice period or payment in lieu thereof.

12. Leave:

- You will be entitled to Casual/Sick Leaves: National/Festival holidays as stipulated by law/company policy, in a calendar year. The same may be changed from time to time in accordance with changes in law and/or company policy.

13. Expenses:

- The company shall reimburse all your reasonable expenses incurred in the performance of your duties as specified above upon submission of receipts. The laid down claims procedure must be followed you will be entitled for reimbursement of mobile phone expenses on actual per company policy.

14. Deductions:

- During your employment or in the event of any termination the Company is entitled to deduct any amount due from you to the Company from actual total compensation including but not limited to:
 - a. Any debt or advance for the time being owed by you to the Company
 - b. Any deduction related to leave or holiday taken in excess of entitlement as at the date of termination of employment: and
 - c. Any deduction with respect to expenses incurred by the Company or the cost of repairing damage to the Company's property caused by you (and of recovering the same).

15. Return of Company Property

- You shall promptly upon request by the Company and in any event upon the expiry or termination of your employment return and surrender to Company laptop and other assigned assets, all such confidential information including without limitation, data , information, files, books, magazines, reports, documents, manuals, any knowledge database in whatever form including but not limited to electronically held data that concerns the business of the Company which may have been prepared by you or come into your possession custody or control in the course of your employment.
- You shall not keep any copies of these items in any form whatsoever.
- Violation of this clause may invite legal action.

16. Non – Competition:

In the event of your separation from Company for whatever reason:

- For a period of 2 year thereafter (except with the written approval of the Company) you will not solicit business in competition with the Company nor pass information to a third party that may result in the same effect from any other organization which is at the data of separation a client or a prospect with which negotiations are underway neither will you



Santhosh
PRINCIPAL
 Navodaya Institute of Technology (NIT)
 RAICHUR-584 103

in competition offer or supply products or services which compete directly with those products or services offered by the Company.

- You agree that for a period of 1 year after your separation from the Company you will not endeavor to solicit or entice away any person who is an employee of the Company or who was in its employment up to 6 months preceding your severance.

17. Other:

- Under the Sexual Harassment Prevention Act, 2013, sexual harassment is considered as misconduct. The Consequences of such misconduct can be – apart from deduction of wages, termination of employment or transfer to another location.
- Your appointment is contingent upon Medical Fitness Certificate satisfactory reference background checks, including verification of your application materials education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non- competes obligation or other restrictive clauses with any previous employer).
- You will be governed by the Company's policies during the course of your employment. It will be obligatory on your part to ensure compliance to the applicable statuses, regulations and requirements laid down by the Company and other regulatory and statutory bodies. Violation of the terms and conditions mentioned herein would attract disciplinary and/or legal action, including immediate termination.
- The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies and abide by the same.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association. You're are joining us at an exciting phase of your journey or building a world class firm and we are counting on you to help us get there.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out here in.

Yours Sincerely,



**Bandenawaz Bagwan
MD, Illuminate Skills
Bengaluru**

Authorized Signatory



Navadeva
PRINCIPAL
Navadeva Institute of Technology (NIT)
RAICHUR-584 103

I hereby accept and agree to the terms and conditions of this employment contract and any amendments, additions hereto. I also promise to adhere and abide by the policies and regulations of the Company as mentioned and amended from time to time.

Signature _____
Name _____
Date _____

2017-18

EEE



Illuminate Skills
ADVANCING COMPETENCY ACROSS THE WORLD

Date: 21/05/2018

Name: Vinay Kumar C

Address: EEE Department, Navodaya Institute of Technology, Raichur.

Dear Vinay Kumar C,

**Subject: You Appointment Letter as "Testing Engineer" and terms & condition in
Illuminate Skills.**

We welcome you to **Illuminate Skills** and are pleased to confirm your appointment for the position of Testing Engineer under the following terms and conditions:

1. Date of Joining:

- You are being appointed as Application Developer in **Illuminate Skills** with effect from Date **01/08/2018**

2. Place of Work:

- Your initial posting will be at our Bengaluru office. Your place of work may be changed to any other location to address business / client requirement as directed by the Company.
- You may be required to visit to the client site within and / or outside India.

3. Remuneration:

- Your annual fixed CTC will be **Rs.1, 80,000 P.A.** (Rupees: One lakh eighty thousand rupees only). The breakup of this compensation will be shared with you separately by HR. In addition, you may be eligible for performance based incentive as per incentive scheme of the company.
- The Incentive Scheme is subject to revisions at the discretion of the Management.
- You will be eligible for Gratuity as per Payment of Gratuity Act. 1972.
- Your compensation will be subject to deductions as application under provisions of Income Tax Act. 1961 and other application laws in India.

4. Probation Period:

- You will be on a probationary period of 6 months from date of joining the period of which may be extended at Company's discretion Based on your performance and confirmation review, action on confirmation of your employment will be taken as directed by Company policy and will be communicated to you in writing.

5. Work Conduct:

- During your employment with the Company, you shall devote your best efforts for promoting the Company's (and of any other relevant affiliate and / or business associate of the Company) business.
- You are required to effectively carry out all duties and responsibilities as assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of the Company.
- You shall not, except with the written permission of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal agent or otherwise which will be detrimental whether directly, to the Company's interests. You will be bound by the Code of Conduct and all other rules, regulations, policies and orders issued by the Company from time to time in relation to your conduct, discipline rules, regulation, policies et al, were part of this contract of appointment.



Handwritten signature in green ink
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

6. Training

- You will be imparted training on-the-job and periodically when the training programs will be organized. The Company lays high importance when the training its employees and spends considerable resources on it. A full commitment from employee side is expected during the training period.

7. Disclosure of Information:

- You confirm that you have disclosed all your business interests in the Company whether or not they are similar to or in conflict with the business (es) or the activities of the Company, & all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any immediate relatives. Also you agree to immediately disclose, to the Company any such interests or circumstances which may arise during your employment.

8. Confidentiality:

- All information regarding the affairs or business matters of the Company (and of any other relevant affiliate and/or business associate of the Company) – concepts, working methods, client portfolios, strategies – that come to your knowledge by reasons of your employment is deemed to be confidential and considered a trade secret.
- You shall be required to maintain strict confidentiality of such information and data that may come to your possession or knowledge by virtue of the engagement, use it only as may be required in the normal course of your work and shall not disclose or divulge any information or data, without prior consent of an authorized officer of the Company.
- You shall at all times keep the details of your salary and employment benefits at the Company strictly and shall not disclose such details to any other person within the Company.
- You shall use the Company name, Logos trademarks or other identifiers strictly in the manner permitted by the Company's policies or for the purposes of provision of Services delegated to you to the extent required.
- You shall at all times. Whether during or the termination of your employment act with utmost fidelity and shall not disclose or divulge any such confidential information to third parties or make use of such information for your own benefit or the benefit of any third party, either during the term of your employment or thereafter.
- This clause applies during the employment and continues for 24 months after expiry or termination of employment. Failure to adherence to this clause will invite legal action by the Company.

9. Monitoring Policy:

- Please note that emails sent to you and by you may be monitored from time to time for the purpose of identifying any non-compliance with the Company policies or applicable laws. These emails along with attachments are considered as property of the company.
- If such monitoring discloses breach of any law or Company policies, disciplinary action may follow including termination of the employment.

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- During the probation (including any extension), services may be terminated by either party, giving written notice to one week or payment salary in Lieu of thereof.
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- The Company may terminate / suspend your services at its discretion at any time immediately upon written notice to you if it has been alleged and prima facie established through preliminary internal inquiry that you have committed (i) any heinous criminal act or any offense involving moral turpitude. Examples include rape, forgery, robbery, etc. (ii) sexual harassment or (iii) other act that threatens or likely to damage the Company's reputation.



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PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

- You are required to identify and train your replacement and facilitate a successful handover/knowledge transfer. Failure to comply with the clause would be considered against the Company policy. A prior approval by the Management shall be considered as an exception to this clause through mutual settlement between both the parties.
- The Company reserves the right to terminate your employment on the grounds mentioned in clause 11 below. In such an event, you will be subject to immediate dismissal and the Company will not be liable to give you pay for the notice period. The Company further reserves the right to initiate legal action as it deems fit.

11. Termination of Services:

- If at any time during the course of your employment, it is found that you have made a false or an incomplete declaration with regard to your qualification / experience and other detail, your appointment will be treated void with immediate effect without any payment in lieu of notice period.
- If at any time during the course of your employment, it is found that you have committed any act of gross misconduct or serious breach of employment terms, been guilty of conduct tending to bring yourself or the Company into disrepute, been absent for a continuous period of 10 days without approval/information, indulged in policy violation/fraud/financial irregularities and/or been found to demonstrate unsatisfactory job performance your services will be terminated and you shall not be entitled to any notice period or payment in lieu thereof.

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 - a. Any debt or advance for the time being owed by you to the Company
 - b. Any deduction related to leave or holiday taken in excess of entitlement as at the date of termination of employment: and
 - c. Any deduction with respect to expenses incurred by the Company or the cost of repairing damage to the Company's property caused by you (and of recovering the same).

15. Return of Company Property

- You shall promptly upon request by the Company and in any event upon the expiry or termination of your employment return and surrender to Company laptop and other assigned assets, all such confidential information including without limitation, data, information, files, books, magazines, reports, documents, manuals, any knowledge database in whatever form including but not limited to electronically held data that concerns the business of the Company which may have been prepared by you or come into your possession custody or control in the course of your employment.
- You shall not keep any copies of these items in any form whatsoever.
- Violation of this clause may invite legal action.

16. Non – Competition:

In the event of your separation from Company for whatever reason:

- For a period of 2 year thereafter (except with the written approval of the Company) you will not solicit business in competition with the Company nor pass information to a third party that may result in the same effect from any other organization which is at the data of separation a client or a prospect with which negotiations are underway neither will



Janika
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 Navodaya Institute of Technology (NIT)
 RAICHUR-584 103

in competition offer or supply products or services which compete directly with those products or services offered by the Company.

- You agree that for a period of 1 year after your separation from the Company you will not endeavor to solicit or entice away any person who is an employee of the Company or who was in its employment up to 6 months preceding your severance.

17. Other:

- Under the Sexual Harassment Prevention Act, 2013, sexual harassment is considered as misconduct. The Consequences of such misconduct can be – apart from deduction of wages, termination of employment or transfer to another location.
- Your appointment is contingent upon Medical Fitness Certificate satisfactory reference background checks, including verification of your application materials education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non- competes obligation or other restrictive clauses with any previous employer).
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- The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies and abide by the same.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association. You're are joining us at an exciting phase of your journey or building a world class firm and we are counting on you to help us get there.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out here in.

Yours Sincerely,



**Bandenawaz Bagwan
MD, Illuminate Skills
Bengaluru**

Authorized Signatory

I hereby accept and agree to the terms and conditions of this employment contract and any amendments, additions hereto. I also promise to adhere and abide by the policies and regulations of the Company as mentioned and amended from time to time.

Signature _____
Name _____
Date _____



Handwritten signature in green ink
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

Date: 21/05/2018

Name: Shiva Kumara R M

Address: EEE Department, Navodaya Institute of Technology, Raichur.

Dear Shiva Kumara R M,

**Subject: You Appointment Letter as "Testing Engineer" and terms & condition in
Illuminate Skills.**

We welcome you to **Illuminate Skills** and are pleased to confirm your appointment for the position of Testing Engineer under the following terms and conditions:

1. Date of Joining:

- You are being appointed as Application Developer in **Illuminate Skills** with effect from Date **01/08/2018**

2. Place of Work:

- Your initial posting will be at our Bengaluru office. Your place of work may be changed to any other location to address business / client requirement as directed by the Company.
- You may be required to visit to the client site within and / or outside India.

3. Remuneration:

- Your annual fixed CTC will be Rs.1, 80,000 P.A. (Rupees: One lakh eighty thousand rupees only). The breakup of this compensation will be shared with you separately by HR. In addition, you may be eligible for performance based incentive as per incentive scheme of the company.
- The Incentive Scheme is subject to revisions at the discretion of the Management.
- You will be eligible for Gratuity as per Payment of Gratuity Act. 1972.
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4. Probation Period:

- You will be on a probationary period of 6 months from date of joining the period of which may be extended at Company's discretion Based on your performance and confirmation review, action on confirmation of your employment will be taken as directed by Company policy and will be communicated to you in writing.

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- During your employment with the Company, you shall devote your best efforts for promoting the Company's (and of any other relevant affiliate and / or business associate of the Company) business.
- You are required to effectively carry out all duties and responsibilities as assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of the Company.
- You shall not, except with the written permission of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal agent or otherwise which will be detrimental whether directly, to the Company's interests.
- You will be bound by the Code of Conduct and all other rules, regulations, policies and orders issued by the Company from time to time in relation to your conduct, discipline rules, regulation, policies et al, were part of this contract of appointment.



Signature
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

6. Training

- You will be imparted training on-the-job and periodically when the training programs will be organized. The Company lays high importance when the training its employees and spends considerable resources on it. A full commitment from employee side is expected during the training period.

7. Disclosure of Information:

- You confirm that you have disclosed all your business interests in the Company whether or not they are similar to or in conflict with the business (es) or the activities of the Company, & all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any immediate relatives. Also you agree to immediately disclose, to the Company any such interests or circumstances which may arise during your employment.

8. Confidentiality:

- All information regarding the affairs or business matters of the Company (and of any other relevant affiliate and/or business associate of the Company) – concepts, working methods, client portfolios, strategies – that come to your knowledge by reasons of your employment is deemed to be confidential and considered a trade secret.
- You shall be required to maintain strict confidentiality of such information and data that may come to your possession or knowledge by virtue of the engagement, use it only as may be required in the normal course of your work and shall not disclose or divulge any information or data, without prior consent of an authorized officer of the Company.
- You shall at all times keep the details of your salary and employment benefits at the Company strictly and shall not disclose such details to any other person within the Company.
- You shall use the Company name, Logos trademarks or other identifiers strictly in the manner permitted by the Company's policies or for the purposes of provision of Services delegated to you to the extent required.
- You shall at all times. Whether during or the termination of your employment act with utmost fidelity and shall not disclose or divulge any such confidential information to third parties or make use of such information for your own benefit or the benefit of any third party, either during the term of your employment or thereafter.
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PRINCIPAL
Navodaya Institute of Technology (MIT)
RAICHUR-584 103

- You are required to identify and train your replacement and facilitate a successful handover/knowledge transfer. Failure to comply with the clause would be considered against the Company policy. A prior approval by the Management shall be considered as an exception to this clause through mutual settlement between both the parties.
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 PRINCIPAL
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 RAICHUR-58A 183

in competition offer or supply products or services which compete directly with those products or services offered by the Company.

- You agree that for a period of 1 year after your separation from the Company you will not endeavor to solicit or entice away any person who is an employee of the Company or who was in its employment up to 6 months preceding your severance.

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- The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies and abide by the same.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association. You're are joining us at an exciting phase of your journey or building a world class firm and we are counting on you to help us get there.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out here in.

Yours Sincerely,



**Bandenawaz Bagwan
MD, Illuminate Skills
Bengaluru**

Authorized Signatory

I hereby accept and agree to the terms and conditions of this employment contract and any amendments, additions hereto. I also promise to adhere and abide by the policies and regulations of the Company as mentioned and amended from time to time.

Signature _____
Name _____
Date _____



Pratik
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

Date: 21/05/2018

Name: Noor Basha M

Address: EEE Department, Navodaya Institute of Technology, Raichur.

Dear Noor Basha M,

**Subject: You Appointment Letter as "Testing Engineer" and terms & condition in
Illuminate Skills.**

We welcome you to **Illuminate Skills** and are pleased to confirm your appointment for the position of Testing Engineer under the following terms and conditions:

1. Date of Joining:

- You are being appointed as Application Developer in **Illuminate Skills** with effect from Date **01/08/2018**

2. Place of Work:

- Your initial posting will be at our Bengaluru office. Your place of work may be changed to any other location to address business / client requirement as directed by the Company.
- You may be required to visit to the client site within and / or outside India.

3. Remuneration:

- Your annual fixed CTC will be Rs.1, 80,000 P.A. (Rupees: One lakh eighty thousand rupees only). The breakup of this compensation will be shared with you separately by HR. In addition, you may be eligible for performance based incentive as per incentive scheme of the company.
- The Incentive Scheme is subject to revisions at the discretion of the Management.
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- You shall not, except with the written permission of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal agent or otherwise which will be detrimental whether directly, to the Company's interests.
- You will be bound by the Code of Conduct and all other rules, regulations, policies and orders issued by the Company from time to time in relation to your conduct, discipline rules, regulation, policies et al, were part of this contract of appointment.



Signature
PRINCIPAL
Navodaya Institute of Technology (NIT)
RAICHUR-584 103

6. Training

- You will be imparted training on-the-job and periodically when the training programs will be organized. The Company lays high importance when the training its employees and spends considerable resources on it. A full commitment from employee side is expected during the training period.

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- You shall be required to maintain strict confidentiality of such information and data that may come to your possession or knowledge by virtue of the engagement, use it only as may be required in the normal course of your work and shall not disclose or divulge any information or data, without prior consent of an authorized officer of the Company.
- You shall at all times keep the details of your salary and employment benefits at the Company strictly and shall not disclose such details to any other person within the Company.
- You shall use the Company name, Logos trademarks or other identifiers strictly in the manner permitted by the Company's policies or for the purposes of provision of Services delegated to you to the extent required.
- You shall at all times. Whether during or the termination of your employment act with utmost fidelity and shall not disclose or divulge any such confidential information to third parties or make use of such information for your own benefit or the benefit of any third party, either during the term of your employment or thereafter.
- This clause applies during the employment and continues for 24 months after expiry or termination of employment. Failure to adherence to this clause will invite legal action by the Company.

9. Monitoring Policy:

- Please note that emails sent to you and by you may be monitored from time to time for the purpose of identifying any non-compliance with the Company policies or applicable laws. These emails along with attachments are considered as property of the company.
- If such monitoring discloses breach of any law or Company policies, disciplinary action may follow including termination of the employment.

10. Notice Period:

- During the probation (including any extension), services may be terminated by either party, giving written notice to one week or payment salary in Lieu of thereof.
- Post confirmation, services may be terminated by either party, giving two months' notice, which comprises a non-negotiable mandatory working period of 1 month, with the remainder of the notice period being negotiable on both sides (to agree the release date & salary payment in lieu of notice if any).
- The Company may terminate / suspend your services at its discretion at any time immediately upon written notice to you if it has been alleged and prima facie established through preliminary internal inquiry that you have committed (i) any heinous criminal act or any offense involving moral turpitude. Examples include rape, forgery, robbery, etc. (ii) sexual harassment or (iii) other act that threatens or likely to damage the Company's reputation.



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28/5
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RAICHUR-584 103

- You are required to identify and train your replacement and facilitate a successful handover/knowledge transfer. Failure to comply with the clause would be considered against the Company policy. A prior approval by the Management shall be considered as an exception to this clause through mutual settlement between both the parties.
- The Company reserves the right to terminate your employment on the grounds mentioned in clause 11 below. In such an event, you will be subject to immediate dismissal and the Company will not be liable to give you pay for the notice period. The Company further reserves the right to initiate legal action as it deems fit.

11. Termination of Services:

- If at any time during the course of your employment, it is found that you have made a false or an incomplete declaration with regard to your qualification / experience and other detail, your appointment will be treated void with immediate effect without any payment in lieu of notice period.
- If at any time during the course of your employment, it is found that you have committed any act of gross misconduct or serious breach of employment terms, been guilty of conduct tending to bring yourself or the Company into disrepute, been absent for a continuous period of 10 days without approval/information, indulged in policy violation/fraud/financial irregularities and/or been found to demonstrate unsatisfactory job performance your services will be terminated and you shall not be entitled to any notice period or payment in lieu thereof.

12. Leave:

- You will be entitled to Casual/Sick Leaves: National/Festival holidays as stipulated by law/company policy, in a calendar year. The same may be changed from time to time in accordance with changes in law and/or company policy.

13. Expenses:

- The company shall reimburse all your reasonable expenses incurred in the performance of your duties as specified above upon submission of receipts. The laid down claims procedure must be followed you will be entitled for reimbursement of mobile phone expenses on actual per company policy.

14. Deductions:

- During your employment or in the event of any termination the Company is entitled to deduct any amount due from you to the Company from actual total compensation including but not limited to:
 - a. Any debt or advance for the time being owed by you to the Company
 - b. Any deduction related to leave or holiday taken in excess of entitlement as at the date of termination of employment: and
 - c. Any deduction with respect to expenses incurred by the Company or the cost of repairing damage to the Company's property caused by you (and of recovering the same).

15. Return of Company Property

- You shall promptly upon request by the Company and in any event upon the expiry or termination of your employment return and surrender to Company laptop and other assigned assets, all such confidential information including without limitation, data, information, files, books, magazines, reports, documents, manuals, any knowledge database in whatever form including but not limited to electronically held data that concerns the business of the Company which may have been prepared by you or come into your possession custody or control in the course of your employment.
- You shall not keep any copies of these items in any form whatsoever.
- Violation of this clause may invite legal action.

16. Non – Competition:

In the event of your separation from Company for whatever reason:

- For a period of 2 year thereafter (except with the written approval of the Company) you will not solicit business in competition with the Company nor pass information to a third party that may result in the same effect from any other organization which is at the data of separation a client or a prospect with which negotiations are underway neither will



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in competition offer or supply products or services which compete directly with those products or services offered by the Company.

- You agree that for a period of 1 year after your separation from the Company you will not endeavor to solicit or entice away any person who is an employee of the Company or who was in its employment up to 6 months preceding your severance.

17. Other:

- Under the Sexual Harassment Prevention Act, 2013, sexual harassment is considered as misconduct. The Consequences of such misconduct can be – apart from deduction of wages, termination of employment or transfer to another location.
- Your appointment is contingent upon Medical Fitness Certificate satisfactory reference background checks, including verification of your application materials education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e. you do not have any non- competes obligation or other restrictive clauses with any previous employer).
- You will be governed by the Company's policies during the course of your employment. It will be obligatory on your part to ensure compliance to the applicable statuses, regulations and requirements laid down by the Company and other regulatory and statutory bodies. Violation of the terms and conditions mentioned herein would attract disciplinary and/or legal action, including immediate termination.
- The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies and abide by the same.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association. You're are joining us at an exciting phase of your journey or building a world class firm and we are counting on you to help us get there.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out here in.

Yours Sincerely,



**Bandenawaz Bagwan
MD, Illuminate Skills
Bengaluru**

Authorized Signatory

I hereby accept and agree to the terms and conditions of this employment contract and any amendments, additions hereto. I also promise to adhere and abide by the policies and regulations of the Company as mentioned and amended from time to time.

Signature _____
Name _____
Date _____




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Date: 21/05/2018

Name: Naushifta khanam

Address: EEE Department, Navodaya Institute of Technology, Raichur.

Dear, Naushifta khanam

**Subject: Your Appointment Letter as "Testing Engineer" and terms & condition in
Illuminate Skills.**

We welcome you to **Illuminate Skills** and are pleased to confirm your appointment for the position of Testing Engineer under the following terms and conditions:

1. Date of Joining:

- You are being appointed as Application Developer in **Illuminate Skills** with effect from Date **01/08/2018**

2. Place of Work:

- Your initial posting will be at our Bengaluru office. Your place of work may be changed to any other location to address business / client requirement as directed by the Company.
- You may be required to visit to the client site within and / or outside India.

3. Remuneration:

- Your annual fixed CTC will be Rs.1, 80,000 P.A. (Rupees: One lakh eighty thousand rupees only). The breakup of this compensation will be shared with you separately by HR. In addition, you may be eligible for performance based incentive as per incentive scheme of the company.
- The Incentive Scheme is subject to revisions at the discretion of the Management.
- You will be eligible for Gratuity as per Payment of Gratuity Act. 1972.
- Your compensation will be subject to deductions as application under provisions of Income Tax Act. 1961 and other application laws in India.

4. Probation Period:

- You will be on a probationary period of 6 months from date of joining the period of which may be extended at Company's discretion Based on your performance and confirmation review, action on confirmation of your employment will be taken as directed by Company policy and will be communicated to you in writing.

5. Work Conduct:

- During your employment with the Company, you shall devote your best efforts for promoting the Company's (and of any other relevant affiliate and / or business associate of the Company) business.
- You are required to effectively carry out all duties and responsibilities as assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of the Company.
- You shall not, except with the written permission of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal agent or otherwise which will be detrimental whether directly, to the Company's interests.
- You will be bound by the Code of Conduct and all other rules, regulations, policies and orders issued by the Company from time to time in relation to your conduct, discipline rules, regulation, policies et al, were part of this contract of appointment.



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6. Training¹.

- You will be imparted training on-the-job and periodically when the training programs will be organized. The Company lays high importance when the training its employees and spends considerable resources on it. A full commitment from employee side is expected during the training period.

7. Disclosure of Information:

- You confirm that you have disclosed all your business interests in the Company whether or not they are similar to or in conflict with the business (es) or the activities of the Company, & all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any immediate relatives. Also you agree to immediately disclose, to the Company any such interests or circumstances which may arise during your employment.

8. Confidentiality:

- All information regarding the affairs or business matters of the Company (and of any other relevant affiliate and/or business associate of the Company) – concepts, working methods, client portfolios, strategies – that come to your knowledge by reasons of your employment is deemed to be confidential and considered a trade secret.
- You shall be required to maintain strict confidentiality of such information and data that may come to your possession or knowledge by virtue of the engagement, use it only as may be required in the normal course of your work and shall not disclose or divulge any information or data, without prior consent of an authorized officer of the Company.
- You shall at all times keep the details of your salary and employment benefits at the Company strictly and shall not disclose such details to any other person within the Company.
- You shall use the Company name, Logos trademarks or other identifiers strictly in the manner permitted by the Company's policies or for the purposes of provision of Services delegated to you to the extent required.
- You shall at all times. Whether during or the termination of your employment act with utmost fidelity and shall not disclose or divulge any such confidential information to third parties or make use of such information for your own benefit or the benefit of any third party, either during the term of your employment or thereafter.
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- The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies and abide by the same.

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association. You're are joining us at an exciting phase of your journey or building a world class firm and we are counting on you to help us get there.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out here in.

Yours Sincerely,



Bandenawaz Bagwan
MD, Illuminate Skills
Bengaluru

Authorized Signatory


I hereby accept and agree to the terms and conditions of this employment contract and any amendments, additions hereto. I also promise to adhere and abide by the policies and regulations of the Company as mentioned and amended from time to time.

Signature _____

Name _____

Date _____




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