



Presidency University, Bengaluru
School of Engineering
Department of Electrical and Electronics Engineering



LIST OF STUDENT INTERNSHIPS AND PROJECTS FOR THE AY 2021-22

AY 2021-22 Internships			
S.No	Name of the students	Company Name	Date of Joining
1	ABHISHEK RAMAKRISHNAN BHARADWAJ	Cappgemini	1-Feb-22
2	K SHRAVAN KUMAR	Cappgemini	1-Feb-22
3	SADIYA TAHERA	Codeyoung	24-Jan-22
4	MALLIKARJUN M HIREMATH	Codeyoung	24-Jan-22
5	Yasser Ahamed Khaisar	CSS Corporation	3-Jan-22
6	RAJATH KRISHNA R	CSS Corporation	3-Jan-22
7	SREEVATSA PM	CSS Corporation	3-Jan-22
8	SYED QUADRI	Ernst and Young India	24-Jan-22
9	SATISH KUMAR	Intellipaati	24-Jan-22
10	SAI HRITHIK P K	Intellipaati	24-Jan-22
11	HARIKRISHN V	Intellipaati	24-Jan-22
12	DILIP YADAV N	Teachnook Edutech Pvt Ltd	22-Jan-22
13	Sumith J Jadhav	iOPEX technologies	1-Feb-22
14	Bathala Prashanth	Reconnect energy solutions	21-Feb-22
15	Amulya Purohit	Wipro	1-Feb-22
16	Prajwal S	Fidrox Technologies	2-Mar-22
17	Vishnu T.S	Reconnect energy solutions	21-Feb-22
18	S R Guru Prasad	Reconnect energy solutions	21-Feb-22
19	Deekshitha N	Elektromac	24-May-22
20	Sonu B M	iopex technologies	1-Feb-22
21	Shivachandan D L	Reconnect energy solutions	21-Feb-22
22	Lokesh M	Fidrox Technologies	2-Mar-22
23	Shree Lakshmi G D	Univision Technology	2-Mar-22
24	R TEJASWINI	SKILLVERTEX	17-Feb-22
25	RAKESH C S	Fidrox Technologies	2-Mar-22
26	HEMANTH L	VSK Electromec Solutions	24-May-22
27a	Keshav Ganesh	Microwave Tube Research and development Centre, DRDO	1-Jul-22


 REGISTRAR


List of UG Projects completed (2021-22)

S.No	Name of the students	Company Name	Project Name
1	Keshav Ganesh	Presidency University	Analysis of Machine Learning Algorithms for Energy Prediction
2	GATE MOHAMMAD SHADAB	Presidency University	
3	Manish Kumar	Presidency University	
4	MD Kaise	Presidency University	
5	Ankit Kumar Sharma	Presidency University	Dynamic wireless power transmission of EV
6	Kushal S	Presidency University	
7	ARVINDGOWDA C N	Presidency University	
8	Jayashree Sahu	Presidency University	
9	PANCHENDRA H D	Presidency University	
10	Tejas Gowda	Presidency University	A novel and efficient method of speed control of BLDC motor using modified Whale Optimization Algorithm in MATLAB.
11	Kalyan Ch	Presidency University	
12	Vishak Vijayakumar	Presidency University	
13	Basavakumar S H	Presidency University	
14	BH LAVANYA	Presidency University	
15	BHARATH S	Presidency University	Smart energy saving system
16	Pallavi R	Presidency University	
17	ARSHAD SALEEM	Presidency University	
18	G D S DHEERAJ	Presidency University	
19	G SAIKUMAR	Presidency University	simulation of speed control of blcdc motor for electric vehicle applications
20	Pagadala Revanth nath	Presidency University	
21	Maruthi Manohar Reddy.B	Presidency University	
22	Jahnavi J P	Presidency University	
23	Abhinav Suresh	Presidency University	Protection of crops from against natural disaster with automated agriculture
24	HANUMANTH KUMAR A	Presidency University	
25	Charan Kumar N	Presidency University	
26	Dheeraj C	Presidency University	
27	Jayashree V	Presidency University	
28	NIHARIKA.H	Presidency University	wireless speed initiation of AC induction motor by RF method
29	P.REDDAIAH	Presidency University	
30	FARHAN MUKHTIAR	Presidency University	
31	Mohammed Nasir	Presidency University	
32	Ravikumar K	Presidency University	


 REGISTRAR


33	Pooja BS Patel	Presidency University	PREDICTION OF INDUCTION MOTOR PERFORMANCE PARAMETERS USING MACHINE LEARNING ALGORITHM
34	SAI CHARAN TA	Presidency University	
35	Arjun Chhetry	Presidency University	
36	Prashant Radheshyam yadav	Presidency University	Bank locker security using iot based controller.
37	N SHIVA TULSHI KUMAR	Presidency University	
38	Sandeep kumar	Presidency University	
39	PANDLA GURU SAI GOUD	PRDC	calculation of underground cable parameters using matrix method (PRDC)
40	WASEEL KHAN	PRDC	
41	Syed zabi sameer	PRDC	
42	T POORNIMA	Presidency University	smart transformer based on IOT
43	Nagaraju v	Presidency University	
44	Varsha Anil	Presidency University	
45	Sadiya taheera	Presidency University	
46	Surabhi.M.Y	Presidency University	lot based smart energy metering using GCP (Google cloud platform)
47	YAMAVARAM MADHU SUDHAN	Presidency University	
48	SOUMYA. T	Presidency University	
49	SANJAY KUMAR S C	Presidency University	
50	Punith K Kulal	Presidency University	Anytime medicine vending machine
51	RITHIK RK	Presidency University	
52	Kruthan krishna swamy	Presidency University	
53	Sami ul arfaath	Presidency University	
54	Preetham Himakar	Presidency University	


 REGISTRAR





Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1243245

Letter of Intent ("LOI")

Dear Abhishek Bharadwaj,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Sanna
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1243245**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1243245**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1243245**

Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature



ANNEXURE 1

Abhishek Bharadwaj
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950

Sanna
REGISTRAR



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1209739

Letter of Intent ("LOI")

Dear K Kumar,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.


REGISTRAR


Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1209739**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1209739**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1209739**

Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature



ANNEXURE 1

K Kumar
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

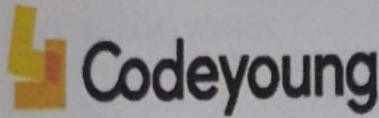
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950

Sanna
REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE



WeWork, Vaishnavi Signature,
Marthahalli, Sarjapur Outer
Ring Rd, Bellandur
Bangalore, Karnataka, 560103
support@Codeyoung.com
8186928385

Employment Offer and Employment Agreement

23rd November 2021,

Dear Sadiya Tahera ,

Further to your recent interview, conditional on and subject to no adverse findings arising from any of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as Employment Agreement. Your date of joining is **24th January 2022**

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same / similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment. For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 15000/month (Fifteen Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period by without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.

JOB TITLE: Inside Sales Executive

As a term of your employment from time to time you may be required to undertake such other duties as may be commensurate with the business needs in the Company.

3. COMPENSATION

Your remuneration shall be as per Annexure titled "Compensation"

Salary is subject to Income Tax and other statutory deductions and will be paid into a bank account indicated by you.

You will receive a monthly pay statement detailing gross pay and deductions. Any subsequent changes to your salary will be highlighted on that statement.

Periodically your performance will be reviewed. If a performance award (bonus) is applicable, it will usually be paid subject to your performance appraisal, ratings and company performance and other such criteria at payout intervals determined by the Company.

In the event of an Income tax liability or any other tax liability or any statutory charges arising as a result of your employment with the Company, these will be borne by yourselves and Company shall in no event be liable for payment of these taxes or any other charges of this nature for the period of your employment or after cessation of your employment with Company.

4. SALARY REVISIONS

The Company may undertake periodic review of salaries, and will notify of any amendments, which are to be applied. Such reviews will take due consideration of, amongst other things, inflationary, deflationary, market and other economic pressures impacting the company and the staff.

5. DEDUCTIONS FROM PAY

When your employment ends, if the number of annual leaves you have taken exceed your entitlement, an appropriate deduction will be made from your full and final payout. Any leave balance outstanding in your name may be encashed subject to the Leave encashment Policy applicable. If you are summarily dismissed, or you leave the Company without giving due notice under your contract of employment, your entitlement to holiday pay ends with the date of termination.

6. HOURS OF WORK

Your usual working hours shall be 7pm to 4am, however in interest of business such hours may be extended. Work days are from Tuesday to Sunday, with Monday being a week off. The timings and work days are subject to change based on the management's decision.

7. ADDITIONAL HOURS

Subject to your role qualifying for overtime under applicable statutory provisions, if occasions arise when you may be required to work additional hours beyond normal hours.

8. PLACE OF WORK AND MOBILITY

Your usual location of work will be **Bangalore**. However, you may be required from time to time to work at or from any office or location of the Company or within different companies affiliated to Codeyoung. A change of your place of residence may be required from time to time and you may be transferred from one city to another for business needs of the Company. In case of transfer, your transfer shall be subject to Relocation Policy.

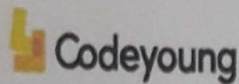
9. RETIREMENT

Normal retirement in the company is at age 58. Your employment will terminate automatically at the end of the month in which your 58th birthday occurs, unless you are otherwise advised by individual notice. You may also be retired earlier if found to be medically unfit or suffer any other incapacity that may impact the effective performance of your services.

10. RULES AND REGULATIONS

Codeyoung, is a business based on integrity and mutual trust. In order to maintain and safeguard the trust and confidence of customers and the public certain ethical principles and standards of conduct have to be maintained.

In addition to any requirement under the Code of Conduct , you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and / or being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment .



Other specific rules and regulations will be notified by the Company from time to time. Policies, Code of Conduct, rules and regulations may be amended from time to time. You are required to keep yourself updated of such changes

11. CONFIDENTIALITY

As a condition of employment, you are required to sign and return the Non-Disclosure Agreement in Annexure that pledges confidentiality on all business matters appertaining to the Codeyoung, its subsidiaries, the company, and its customers. A breach of confidentiality is a material breach and may result in disciplinary proceedings including but not limited to injunction, termination of employment or claims of damages.

12. PROTECTION OF PERSONAL DATA

The Codeyoung adopts industry standard software for maintenance of employee and customer data and Personal data of employees and customer data. Such data may be processed for human resources administration purposes, including payroll administration, career development, performance and health and safety administration and such business and operational needs. In order to process your personal data, the Company needs your consent. A format of such consent is enclosed with this letter. We request you to read and confirm your consent and return the Consent to us. Access to information systems and your personal data will be protected in accordance with our standard practices.

13. USE OF SOFTWARE AND SYSTEMS ACCESS

You are required to follow policies, rules and procedures laid down by the Company in this letter and those subsequently notified by the Company

14. DATA PROTECTION

Under the Company's policies, you have a responsibility to ensure that all personal data, confidential information you process or possess, is kept protected. Unauthorized disclosure of personal data of any one, yourself, your colleagues, vendors or customers is a material breach and may result in disciplinary action including but not limited to termination of employment and other actions as may be necessary under the applicable laws governing data protection. Therefore, you must ensure that you do the following in addition to all other guidance regarding data protection you may receive from the Company from time to time:

- Do not disclose personal data without authority

- Do not access information or systems not directly relevant to each task
- Do not treat personal data carelessly
- lock all printouts away when not in use
- Do not disclose your computer password to any unauthorized person.

Under the Company's policies, it is important that the Company's internal, restricted or highly restricted personal records are maintained as accurately as possible. Hence, you must notify the Company in writing of any change in your personal circumstances, such as your address, marital status, birth of children, attainment of professional qualifications, and so forth.

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

Post confirmation, except where your employment is terminated on the grounds of misconduct, breach of employment terms or policies, breach of laws, you are entitled to a prior notice of termination of **1 month** from the Company, or pay in lieu of notice period.

In the event of misconduct, breach of policies, Code of Conduct, involvement in any criminal activity of sexual harassment incident or similar such reasons, the notice period of one month shall not apply and services may require to be terminated at shorter notice.

Notice of Termination may be handed to you personally, by email or sent to your last recorded address. The Company reserves the right to ask that you no longer work at your office location for the duration of your notice period in case circumstances so require.

16. TERMINATION OF EMPLOYMENT BY YOU

During probation, you are required to give the company at least one calendar months' notice in writing. Post confirmation, you are required to give the company a minimum of **2 months'** notice in writing. Where notice period as per terms of employment is not served, pay in lieu of notice period would be reduced from the final settlement dues to the employee. Upon immediate termination of employment by you, you will have to compensate by paying up to an amount equal to 2 month's salary to the Company in lieu of the notice period.

17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

You shall immediately return all computers, software, access cards, work deliverables, completed or work in progress and any other Codeyoung provided property upon your end of employment. You shall not make any copies of work products or software or retain any

of Codeyoung assets in your possession after your employment with Codeyoung comes to an end. You understand that a breach of this obligation entitles Codeyoung to take civil and criminal actions as applicable for recovery of its assets.

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

In consideration of your employment, you agree and hereby assign all intellectual property rights copyrights, patents, trademarks, design rights or any other proprietary right and moral rights assignable to Codeyoung in all deliverables you create in the course of your employment including but not limited to software codes, reports, algorithms, analysis etc. You shall not retain any copies of the same in your personal computer or mail systems. You understand that intellectual property is a vital asset for Codeyoung and any wrongful disclosure or handling of the

same shall result in irreparable loss and injury to Codeyoung and allow Codeyoung to prosecute a legal action, claim damages or injunctions. You shall not use third party's proprietary material or their intellectual property without appropriate authorisations and licenses to produce your work deliverables for Codeyoung.

19. INDEMNIFICATIONS

You understand that breaching actions of yours such as breach of confidentiality, breach of applicable laws, breach of data protection obligations, breach of intellectual property rights may cause Codeyoung financial, reputational or goodwill loss, hence you shall at all times

indemnify Codeyoung, its directors, third parties and employees from and against any claims, losses or damages arising from your breaches or unlawful activities.

20. NON -SOLICITATION

You shall not directly or indirectly induce, influence, coerce, solicit away any of Codeyoung's customers or employees. This restriction applies during your tenure with Codeyoung and for a duration of two years after termination of your engagement with Codeyoung, regardless of the reason for termination of your engagement with Codeyoung.

21. AMENDMENTS

The Company reserves the right to amend the terms and conditions related to employment, the policies, the rules and regulations applicable to employees. Such changes would be communicated through an internal communication to the employees at large. Such changes

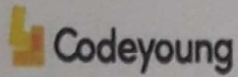
shall be deemed to be part of your employment conditions. All enclosures herewith are deemed part of your employment agreement with the Company.

22. EXCLUSIVE JURISDICTION

Your employment and conditions of employment are exclusively governed by the laws of India and the courts of Bangalore shall have the exclusive jurisdiction on any dispute arising on matters related to your employment.

23. SEVERABILITY

If any part of this agreement is held invalid, void or unenforceable, the remainder of the terms shall continue to be fully enforceable minus the portion which is not enforceable.



CONFIRMATION OF ACCEPTANCE

We request you to complete and return the copy of this letter as a token of written acceptance of this offer. If we do not receive a written acceptance as above from you within 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung

HR 2.01 E5 – Acceptance of Software and Systems usage.

To

Codeyoung

(“The company”)

The Company forbids the use of unauthorized software on any company equipment or the use of authorized software on any personal or non-company issued equipment. The Company forbids unauthorized access, or any unauthorized attempt to access, any data maintained on any computer systems.

Unauthorized software comprises any software that is not on the Codeyoung IT list of approved software or which has not been procured via the authorized procurement channels and includes any unsolicited software, demonstration software that has not been previously checked by Codeyoung IT security or an authorized agency of Codeyoung IT security, and any software that is delivered in such a way that it may have been tampered with.

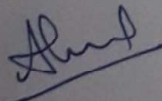
Unless the prior specific approval of senior management is obtained, the use of unauthorized software on Company equipment or other breach of the above will be viewed as gross misconduct and an extremely serious violation of the Company’s regulations, which may lead to disciplinary action including but not limited to termination , or other appropriate action as necessary by the Company.

I confirm that I have read and understood the above conditions on the use of unauthorized software and systems. I also understand that the Company may from time to time notify amendments or additional conditions or Policies governing access, use and protection of data, systems and software and I agree to abide by them in full compliance thereof.

Name: Sadiya Tahera

Date: 26th November

Signature:



HR 2.01 F6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).

2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.

3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.

4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):

5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group's software on any other equipment is strictly forbidden;

- a. Codeyoung staff training video on data protection;
- b. Security procedures specific to the building where I am to carry out my assignment; and
- c. Codeyoung staff handbook.

6. I also confirm that I shall read or view, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, any other rules or requirements (whether in relation to the data protection legislation referred to in paragraph 4(b) above or otherwise) advised to me by Codeyoung.

I confirm that I have read and understood the above conditions . I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE
DATE

Alvin
26/11/2021

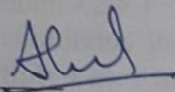


DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

I have never been convicted of a criminal offence involving fraud or dishonesty; and

I have never been declared bankrupt.

Signed 

Name Sadiya Tahera

Codeyoung Dept. / Job title Inside Sales Specialist/Executive.

Date 26th November 2021

INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

1. Usage of or access to the Internet, computer and software 'equipment' wherever situated in Codeyoung premises or those made available by Codeyoung, its customers or business partners is to be conducted in a business-like and professional manner. Use of Email and computer systems are provided for Codeyoung's business matters only. Any breach is subject to disciplinary procedure, up to and including revocation of access privileges and termination of employment.

Internet and Email access is not to be used for the following purposes, which are expressly forbidden: solicitation of correspondence unrelated to business activities, illegal, libellous or offensive messages, prejudice or harassment whether racial, sexual or of any other kind, action prejudicial to another's business, his reputation or his Internet access (flaming, spamming etc.), for download of pornography, games software or other salacious or frivolous material, for obtaining or purchasing executable (.exe) software without specific prior approval or video, audio or music material, nor for participation in news - groups, use-groups or chat-rooms, nor for issuance of any form of formally unauthorized business advice.

2. No legal commitment by Email on behalf of any member of Codeyoung, or for the conclusion of any form of commercial contractual agreement; nor for communication of any advertising/marketing material without prior approval of an authorized person must be made.

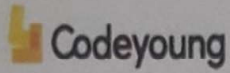
3. The user shall respect and abide by all applicable laws, including confidentiality, copyright and data protection laws. In particular the user must not copy or transmit to third parties the works of others without their permission as this may infringe copyright.

4. Hard copies must be taken of any electronic mail messages which need to be retained for regulatory or other legal purposes, as advised by the Compliance function. Comment – Codeyoung Management to assess if they like to retain this practice.

5. The user must not import files or messages without ensuring that they have first been scanned for viruses.

6. The user will bear in mind at all times that electronic mail messages, however confidential or damaging, may have to be disclosed in court proceedings or investigations.

7. Codeyoung is entitled at any time to examine the computer systems and/or download details of and/or monitor any usage of any kind by the user of the Internet including, without limitation, any Email messages, whether or not created by the user, the content of any pages downloaded and any mechanisms which record the user's use of the Internet.



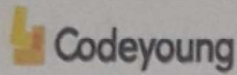
I Sadiya Tahera ,

The user acknowledges receipt of the above conditions (which I have read and understood). I accept, and agree to comply with, all the matters referred to in them. I understand that failure to do so may result in disciplinary action against me. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE

DATE

26/11/2021



HR 2.01 E10 – Data Consent Form

Personal data - Consent

In consideration of being evaluated for employment by Codeyoung, for purposes of pre - employment, during employment and post-employment processing of my personal data

I hereby expressly agree and consent as follows:

Codeyoung or its authorized agents or service providers or third parties including platforms or aggregators may collect, process and disclose my personal information/data to verify the accuracy of the information I have provided in my application form or during my recruitment process, by conducting appropriate background checks. In this regard, Codeyoung may, amongst other, obtain a personal credit report, conduct a criminal record search, and contact the persons I have appointed as personal references during my recruitment.

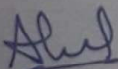
I understand and agree that:

My personal information/data may be processed, analysed and accessed by or on behalf of Codeyoung by third parties whether based in India or other locations, where there may be less stringent data protection laws than in India.

Codeyoung shall protect my Personal Data in accordance with the applicable laws by using industry standard security and protection protocols.

At any time Codeyoung or its authorized agents or service providers may request, collect, process and disclose my personal information/data for processing my salary, health insurance, employee benefits, for employment or other intranet or internet portals or platforms and other such operations lawfully necessary.

Date: 26/11/2021

Signature: 

Name Sadiya Taher

HR 2.01 F10 – Data Consent Form

THE CTC PROVIDED BY THE COMPANY WILL BE **INR 7,00,000 per annum**. INR 4,00,000 is fixed (per annum) and INR 3,00,000 is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a quarterly basis as per the existing incentive structure at that point in time.

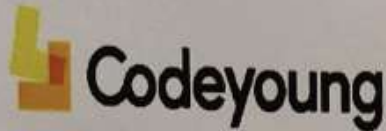
Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee's contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹240,000	₹20,000
2	House Rent Allowance	₹112,608	₹9,384
3	LTA	₹12,000	₹1,000
4	Special Allowances	₹12,000	₹1,000
	Gross Salary	₹376,608	₹31,384
C	Employer Contribution to PF	₹23,400	₹1,950
A	Fixed CTC	₹400,008	₹33,334
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
B	Total Deductions	₹24,000	₹2,000
A – B- C	Net Salary	₹352,608	₹29,384

With regards,

Shailendra Dhakad
Director
Codeyoung



WeWork, Vaishnavi Signature,
Marthahalli, Sarjapur Outer
Ring Rd, Bellandur
Bangalore, Karnataka, 560103
support@Codeyoung.com
8186928385

Employment Offer and Employment Agreement

23rd November 2021,

Dear Mallikarjun M Hiremath,

Further to your recent interview, conditional on and subject to no adverse findings arising from any of the employee background verification checks, required to be carried out by the Organization, I am pleased to offer you the following employment with Codeyoung. This offer letter upon written acceptance by you shall be deemed as Employment Agreement. Your date of joining is **24th January 2022**

1. BACKGROUND CHECKS AND REFERENCE CHECKS

During the term of your employment, you may also be subject to the same / similar / other background verification checks being repeated at such intervals as may be determined solely by the Company. In the event that there are any adverse findings that arise during the course of or as a result of such background verification checks, you may be subject to disciplinary proceedings up to and including but not limited to termination of your employment.

For the purpose of obtaining your present employer's reference, you agree that your written acceptance will constitute your permission to write for reference checks.

2. Probation

You will be on probation for a period of 2 months during which your performance shall be reviewed by the Company. The stipend during the probation is INR 15000/month (Fifteen Thousand per month) In case of unsatisfactory performance your probation may be ended or extended subject to additional conditions. Upon successful completion of probation period by without any extension and by meeting the expected targets you shall be deemed to have been confirmed in the services of the Company unless otherwise communicated to you in writing by Company.



6. HOURS OF WORK

Your usual working hours shall be 7pm to 4am, however in interest of business such hours may be extended. Work days are from Tuesday to Sunday, with Monday being a week off. The timings and work days are subject to change based on the management's decision.

7. ADDITIONAL HOURS

Subject to your role qualifying for overtime under applicable statutory provisions, if occasions arise when you may be required to work additional hours beyond normal hours.

8. PLACE OF WORK AND MOBILITY

Your usual location of work will be **Bangalore**. However, you may be required from time to time to work at or from any office or location of the Company or within different companies affiliated to Codeyoung. A change of your place of residence may be required from time to time and you may be transferred from one city to another for business needs of the Company. In case of transfer, your transfer shall be subject to Relocation Policy.

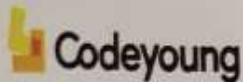
9. RETIREMENT

Normal retirement in the company is at age 58. Your employment will terminate automatically at the end of the month in which your 58th birthday occurs, unless you are otherwise advised by individual notice. You may also be retired earlier if found to be medically unfit or suffer any other incapacity that may impact the effective performance of your services.

10. RULES AND REGULATIONS

Codeyoung, is a business based on integrity and mutual trust. In order to maintain and safeguard the trust and confidence of customers and the public certain ethical principles and standards of conduct have to be maintained.

In addition to any requirement under the Code of Conduct , you are also required as a condition of continued employment to disclose to Codeyoung immediately and without any delay, any instance of you being arrested or charged or convicted of any criminal offence(s) and / or being declared bankrupt during the course of your employment. Failure to disclose such information may result in disciplinary proceedings up to and including but not limited to termination of employment .



Other specific rules and regulations will be notified by the Company from time to time. Policies, Code of Conduct, rules and regulations may be amended from time to time. You are required to keep yourself updated of such changes

11. CONFIDENTIALITY

As a condition of employment, you are required to sign and return the Non-Disclosure Agreement in Annexure that pledges confidentiality on all business matters appertaining to the Codeyoung, its subsidiaries, the company, and its customers. A breach of confidentiality is a material breach and may result in disciplinary proceedings including but not limited to injunction, termination of employment or claims of damages.

12. PROTECTION OF PERSONAL DATA

The Codeyoung adopts industry standard software for maintenance of employee and customer data and Personal data of employees and customer data. Such data may be processed for human resources administration purposes, including payroll administration, career development, performance and health and safety administration and such business and operational needs. In order to process your personal data, the Company needs your consent. A format of such consent is enclosed with this letter. We request you to read and confirm your consent and return the Consent to us. Access to information systems and your personal data will be protected in accordance with our standard practices.

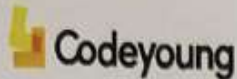
13. USE OF SOFTWARE AND SYSTEMS ACCESS

You are required to follow policies, rules and procedures laid down by the Company in this letter and those subsequently notified by the Company

14. DATA PROTECTION

Under the Company's policies, you have a responsibility to ensure that all personal data, confidential information you process or possess, is kept protected. Unauthorized disclosure of personal data of any one, yourself, your colleagues, vendors or customers is a material breach and may result in disciplinary action including but not limited to termination of employment and other actions as may be necessary under the applicable laws governing data protection. Therefore, you must ensure that you do the following in addition to all other guidance regarding data protection you may receive from the Company from time to time:

- Do not disclose personal data without authority



- Do not access information or systems not directly relevant to each task
- Do not treat personal data carelessly
- lock all printouts away when not in use
- Do not disclose your computer password to any unauthorized person.

Under the Company's policies, it is important that the Company's internal, restricted or highly restricted personal records are maintained as accurately as possible. Hence, you must notify the Company in writing of any change in your personal circumstances, such as your address, marital status, birth of children, attainment of professional qualifications, and so forth.

15. TERMINATION OF YOUR EMPLOYMENT BY THE COMPANY

Post confirmation, except where your employment is terminated on the grounds of misconduct, breach of employment terms or policies, breach of laws, you are entitled to a prior notice of termination of **1 month** from the Company, or pay in lieu of notice period.

In the event of misconduct, breach of policies, Code of Conduct, involvement in any criminal activity of sexual harassment incident or similar such reasons, the notice period of one month shall not apply and services may require to be terminated at shorter notice.

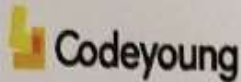
Notice of Termination may be handed to you personally, by email or sent to your last recorded address. The Company reserves the right to ask that you no longer work at your office location for the duration of your notice period in case circumstances so require.

16. TERMINATION OF EMPLOYMENT BY YOU

During probation, you are required to give the company at least one calendar months' notice in writing. Post confirmation, you are required to give the company a minimum of **2 months'** notice in writing. Where notice period as per terms of employment is not served, pay in lieu of notice period would be reduced from the final settlement dues to the employee. Upon immediate termination of employment by you, you will have to compensate by paying up to an amount equal to 2 month's salary to the Company in lieu of the notice period.

17. A RETURN OF ASSETS UPON END OF YOUR ENGAGEMENT

You shall immediately return all computers, software, access cards, work deliverables, completed or work in progress and any other Codeyoung provided property upon your end of employment. You shall not make any copies of work products or software or retain any



of Codeyoung assets in your possession after your employment with Codeyoung comes to an end. You understand that a breach of this obligation entitles Codeyoung to take civil and criminal actions as applicable for recovery of its assets.

18. INTELLECTUAL PROPERTY RIGHTS IN DELIVERABLES

In consideration of your employment, you agree and hereby assign all intellectual property rights copyrights, patents, trademarks, design rights or any other proprietary right and moral rights assignable to Codeyoung in all deliverables you create in the course of your employment including but not limited to software codes, reports, algorithms, analysis etc. You shall not retain any copies of the same in your personal computer or mail systems. You understand that intellectual property is a vital asset for Codeyoung and any wrongful disclosure or handling of the

same shall result in irreparable loss and injury to Codeyoung and allow Codeyoung to prosecute a legal action, claim damages or injunctions. You shall not use third party's proprietary material or their intellectual property without appropriate authorisations and licenses to produce your work deliverables for Codeyoung.

19. INDEMNIFICATIONS

You understand that breaching actions of yours such as breach of confidentiality, breach of applicable laws, breach of data protection obligations, breach of intellectual property rights may cause Codeyoung financial, reputational or goodwill loss, hence you shall at all times

indemnify Codeyoung, its directors, third parties and employees from and against any claims, losses or damages arising from your breaches or unlawful activities.

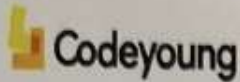
20. NON -SOLICITATION

You shall not directly or indirectly induce, influence, coerce, solicit away any of Codeyoung's customers or employees. This restriction applies during your tenure with Codeyoung and for a duration of two years after termination of your engagement with Codeyoung, regardless of the reason for termination of your engagement with Codeyoung.

21. AMENDMENTS

The Company reserves the right to amend the terms and conditions related to employment, the policies, the rules and regulations applicable to employees. Such changes would be communicated through an internal communication to the employees at large. Such changes





shall be deemed to be part of your employment conditions. All enclosures herewith are deemed part of your employment agreement with the Company.

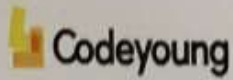
22. EXCLUSIVE JURISDICTION

Your employment and conditions of employment are exclusively governed by the laws of India and the courts of Bangalore shall have the exclusive jurisdiction on any dispute arising on matters related to your employment.

23. SEVERABILITY

If any part of this agreement is held invalid, void or unenforceable, the remainder of the terms shall continue to be fully enforceable minus the portion which is not enforceable.





CONFIRMATION OF ACCEPTANCE

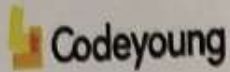
We request you to complete and return the copy of this letter as a token of written acceptance of this offer. If we do not receive a written acceptance as above from you within 3 days from the date of this letter, we shall assume that you do not wish to take up this offer of employment and our offer will lapse automatically. We sincerely hope that you will accept this appointment and look forward to having you onboard.

Yours sincerely,

Shailendra Dhakad

Director

Codeyoung



HR 2.01 E5 -- Acceptance of Software and Systems usage.

To

Codeyoung

("The company")

The Company forbids the use of unauthorized software on any company equipment or the use of authorized software on any personal or non-company issued equipment. The Company forbids unauthorized access, or any unauthorized attempt to access, any data maintained on any computer systems.

Unauthorized software comprises any software that is not on the Codeyoung IT list of approved software or which has not been procured via the authorized procurement channels and includes any unsolicited software, demonstration software that has not been previously checked by Codeyoung IT security or an authorized agency of Codeyoung IT security, and any software that is delivered in such a way that it may have been tampered with.

Unless the prior specific approval of senior management is obtained, the use of unauthorized software on Company equipment or other breach of the above will be viewed as gross misconduct and an extremely serious violation of the Company's regulations, which may lead to disciplinary action including but not limited to termination, or other appropriate action as necessary by the Company.

I confirm that I have read and understood the above conditions on the use of unauthorized software and systems. I also understand that the Company may from time to time notify amendments or additional conditions or Policies governing access, use and protection of data, systems and software and I agree to abide by them in full compliance thereof.

Name: MALLIKARJUN. M. HIREMATH

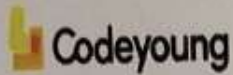
Date: 25-11-2021

Signature:

HR 2.01 E6 – Data Protection Declaration

To: Codeyoung (“Codeyoung”)

1. I, the undersigned, make this declaration in my capacity as an employee of Codeyoung, and as a condition of being assigned by Codeyoung to perform certain services for Codeyoung and any of its direct or indirect subsidiaries (individually a “Data Controller” and together the “Data Controllers”).
2. I hereby and solemnly undertake that I will at all times maintain strict confidentiality with regard to, and will not for my own or anyone else’s use (whether for profit or not) make copies of or notes about, any and all matters of a confidential nature or the Personal Data of anyone including but not limited to name, age, preferences, medical or health status or any other information which is reasonably deemed Personal in nature or deemed personal data by law concerning any of the Data Controllers, their customers, the state of their accounts or any other matter relating to the affairs of a Data Controller and its customers except where required by law to disclose such information or with the prior written permission of the Data Controller or the person to whom any duty of confidentiality is owed. Should I be required by law to make such a disclosure, I shall so far as lawful promptly inform the Codeyoung of such a requirement.
3. I undertake to deliver up to Codeyoung all and any records in any medium which I may hold at the end of my assignment in performing services for any of the Data Controllers.
4. I hereby confirm that I have read or viewed, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, the following rules or requirements (as the same may be amended from time to time):
5. Codeyoung policies and standards concerning Information Technology and Information Technology Security.: In this respect I understand that the loading or use of software not supplied and authorized by Codeyoung on Codeyoung computer systems and/or the loading or use of Codeyoung Group’s software on any other equipment is strictly forbidden;
 - a. Codeyoung staff training video on data protection;
 - b. Security procedures specific to the building where I am to carry out my assignment; and
 - c. Codeyoung staff handbook.



6. I also confirm that I shall read or view, and will confirm during the period of my assignment in performing services for any of the Data Controllers with, any other rules or requirements (whether in relation to the data protection legislation referred to in paragraph 4(b) above or otherwise) advised to me by Codeyoung.

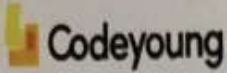
I confirm that I have read and understood the above conditions . I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.

SIGNATURE

DATE

25-11-2021



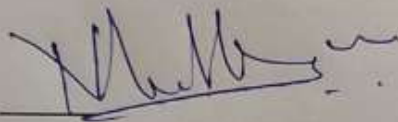


DECLARATION OF ABSENCE OF PROCEEDINGS

I hereby confirm that:

I have never been convicted of a criminal offence involving fraud or dishonesty; and

I have never been declared bankrupt.

Signed 

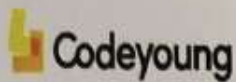
Name MALLIKARJUN. M. HIREMATH

Codeyoung Dept. / Job title "Inside Sales Specialist"

Date 25-11-2021



Handwritten signature in green ink



INFORMATION SYSTEMS USAGE - TERMS AND CONDITIONS

1. Usage of or access to the Internet, computer and software 'equipment' wherever situated in Codeyoung premises or those made available by Codeyoung, its customers or business partners is to be conducted in a business-like and professional manner. Use of Email and computer systems are provided for Codeyoung's business matters only. Any breach is subject to disciplinary procedure, up to and including revocation of access privileges and termination of employment.

Internet and Email access is not to be used for the following purposes, which are expressly forbidden: solicitation of correspondence unrelated to business activities, illegal, libellous or offensive messages, prejudice or harassment whether racial, sexual or of any other kind, action prejudicial to another's business, his reputation or his Internet access (flaming, spamming etc.), for download of pornography, games software or other salacious or frivolous material, for obtaining or purchasing executable (exe) software without specific prior approval or video, audio or music material, nor for participation in news - groups, use-groups or chat-rooms, nor for issuance of any form of formally unauthorized business advice.

2. No legal commitment by Email on behalf of any member of Codeyoung, or for the conclusion of any form of commercial contractual agreement; nor for communication of any advertising/marketing material without prior approval of an authorized person must be made.

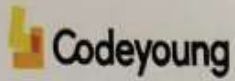
3. The user shall respect and abide by all applicable laws, including confidentiality, copyright and data protection laws. In particular the user must not copy or transmit to third parties the works of others without their permission as this may infringe copyright.

4. Hard copies must be taken of any electronic mail messages which need to be retained for regulatory or other legal purposes, as advised by the Compliance function. Comment - Codeyoung Management to assess if they like to retain this practice.

5. The user must not import files or messages without ensuring that they have first been scanned for viruses.

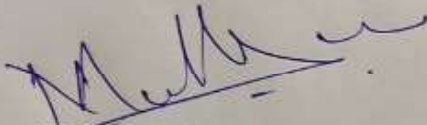
6. The user will bear in mind at all times that electronic mail messages, however confidential or damaging, may have to be disclosed in court proceedings or investigations.

7. Codeyoung is entitled at any time to examine the computer systems and/or download details of and/or monitor any usage of any kind by the user of the Internet including, without limitation, any Email messages, whether or not created by the user, the content of any pages downloaded and any mechanisms which record the user's use of the Internet.



I Mallikarjun M Hiremath,

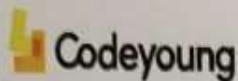
The user acknowledges receipt of the above conditions (which I have read and understood). I accept, and agree to comply with, all the matters referred to in them. I understand that failure to do so may result in disciplinary action against me. I also understand that the Company may from time to time notify amendments or additional conditions related to the subject matter above and I agree to abide by them in full compliance thereof.



SIGNATURE

DATE 25-11-2021





HR 2.01 F10 – Data Consent Form

Personal data - Consent

In consideration of being evaluated for employment by Codeyoung, for purposes of pre - employment, during employment and post-employment processing of my personal data

I hereby expressly agree and consent as follows:

Codeyoung or its authorized agents or service providers or third parties including platforms or aggregators may collect, process and disclose my personal information/data to verify the accuracy of the information I have provided in my application form or during my recruitment process, by conducting appropriate background checks. In this regard, Codeyoung may, amongst other, obtain a personal credit report, conduct a criminal record search, and contact the persons I have appointed as personal references during my recruitment.

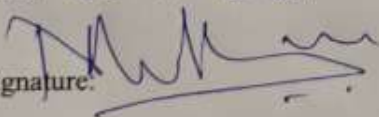
I understand and agree that:

My personal information/data may be processed, analysed and accessed by or on behalf of Codeyoung by third parties whether based in India or other locations, where there may be less stringent data protection laws than in India.

Codeyoung shall protect my Personal Data in accordance with the applicable laws by using industry standard security and protection protocols.

At any time Codeyoung or its authorized agents or service providers may request, collect, process and disclose my personal information/data for processing my salary, health insurance, employee benefits, for employment or other intranet or internet portals or platforms and other such operations lawfully necessary.

Date: 35-11-2021

Signature: 

Name MALLIKARJUN. M. HIREMATH

HR 2.01 F10 – Data Consent Form

THE CTC PROVIDED BY THE COMPANY WILL BE **INR 7,00,000 per annum**. INR 4,00,000 is fixed (per annum) and INR 3,00,000 is the variable (per annum). The variable is based on the performance (achieving the revenue targets) and is paid out on a quarterly basis as per the existing incentive structure at that point in time.

Full Breakdown of fixed CTC will be given below

- Subject to deductions for Employee's contribution to PF, Professional Tax, Income Tax and other statutory deductions that may be applicable
- EPFO guidelines for International Worker applicable.
- Any other relevant Compensation & Benefits related matter shall be governed by the service rules and policies in force and applicable from time to time.
- As per IT Act, it is mandatory for all individuals working in India whose receipts are subject to deduction of tax at source (the deductee) to furnish his/ her PAN details to the deductor (Company), failing which the deductor (Company) w.e.f. April 2010 will deduct Tax at Source at rates higher than normal as per norms.

S.No.	Salary	Annual	Monthly
1	Basic Salary	₹240,000	₹20,000
2	House Rent Allowance	₹112,608	₹9,384
3	LTA	₹12,000	₹1,000
4	Special Allowances	₹12,000	₹1,000
	Gross Salary	₹376,608	₹31,384
C	Employer Contribution to PF	₹23,400	₹1,950
A	Fixed CTC	₹400,008	₹33,334
	Deductions		
1	Professional Tax	₹2,400	₹200
2	Provident Fund	₹21,600	₹1,800
B	Total Deductions	₹24,000	₹2,000
A – B- C	Net Salary	₹352,608	₹29,384

With regards,

Shailendra Dhakad
Director
Codeyoung



Date: 19 Apr 2022

Dear Yasser Ahamed Khaisar

Welcome to CSS Corp Private Limited (the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Engineer Trainee-Networking**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

PRIMARY TERMS AND CONDITIONS:

1. Please be specifically informed that this offer of employment is specific to projects that the Company may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining the Company and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.
2. **Training:** You are required to attend a classroom training/instructor led virtual training program on live project(s) for the initial 6 months, which term may be extended for further period(s), if required and at the sole discretion of the Company. Such training program includes soft skills, Technology, Product, Process and Tools training.

During training, there would be continuous assessments to evaluate your learning curve. All trainees are required to meet the passing thresholds in order to move ahead with the training. Failing in 2 consecutive assessments will lead to termination of employment. On successful completion of entire training program, those who qualify in the mid assessments and final assessments will be confirmed. This would also be subject to your completion of Graduation and necessary HR formalities (BGV).

TERMS AND CONDITIONS:

1. **Gross Cost to Company:** The position includes a gross CTC of **Rs.3,20,000/- (Rupees Three Lakh Twenty Thousand only)** per annum, before deductions, as explained further in Annexure 1. Subject to and on your successful completion of mandatory 'on project training', completion of probationary period and clearance of client assessment on your progress, your annual compensation may be increased by the Company, at its sole discretion, to **Rs 3,75,000 /- (Rupees Three Lakh Seventy-Five Thousand Only)**.
2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be **Rs.3,04,000/- (Rupees Three Lakh Four Thousand Only)**.
3. **Annual Variable Compensation.** Depending on your and Company's performance, you would be entitled for an Annual Variable Compensation maximum of **Rs.16,000/- (Rupees Sixteen Thousand Only)**. The Annual Variable Compensation shall be calculated on the Gross Cost to Company for each grade of employee and at the percentage mentioned in the Employee Handbook which you can access in Company's Intranet portal 'HIVE'. On your joining the Company, you undertake to go through Company's intranet and get familiar with all the applicable policies and processes of the Company.
4. **Other Benefits.** Upon you joining the Company, you will be positioned as Grade **JL 1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai Tel: 91 44 66768000, www.csscorp.com





6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.
7. **Time Zones:** You shall be present in the office during normal working hours or in shifts or in different time zones like, US time zones/APAC/EMEA, as per the Project requirements that shall be communicated by the designated authority.
8. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.
9. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.
10. **Transport Facility:** In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.
11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have willfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 14.
12. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving Two (2) month notice in writing or Two (2) month of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving ninety (90) days' written notice or three (3) months gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within two (2) years of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you. However, the Company reserves the

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai Tel: 91 44 66768000, www.csscorp.com





right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.

15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.
16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.
17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 23 of the terms of this offer and policies of the Company then in force.
18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Noncompliance to return of company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.
19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.
20. **Work Done For Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc.) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai Tel: 91 44 66768000, www.csscorp.com





any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and exclusively assign, transfer, and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.

21. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.
22. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.
23. **Termination for breach:** CSS Corp reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
24. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notices. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.
25. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.
26. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.
27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai Tel: 91 44 66768000, www.csscorp.com





We look forward to having you on board on or before **Aug'22**. As a token of acceptance of this offer letter, please sign the duplicate copy attached and return to the Company or confirm your acceptance by e-mail to SriMagesh.SrinivasaRao@csscorp.com before 21st **April'22** else, this Offer letter stands void.

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with CSS, and that there are no other terms, expressed or implied. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with CSS. It is further understood that this offer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

Accepted:

19/04/2022.

Candidate Signature

Date

For CSS Corp Private Limited

P R Manikantan

Senior Director, Campus and Institutional Alliances

1. Annexure 1 - Salary Working & Benefits
2. Annexure 2 - Mandatory Documents to be produced on Joining Day & Reporting Details

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai Tel: 91 44 66768000, www.csscorp.com



Annexure -1

Salary Working				
Name:	Yasser Ahamed Khaisar			
Designation:	Engineer Trainee-Networking	Grade:	JL 1B	
	Explanatory Notes	Monthly	Annual	
Guaranteed Compensation				
Basic Pay	30%	On TGC	7,600	91,200
House Rent Allowance	50%	On Basic	3,800	45,600
Statutory Bonus	As per the Act		1,520	18,240
Special Allowance*	Balancing Component		10,613	127,360
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,800	21,600
Total Guaranteed Compensation (TGC)			25,333	304,000
Variable Compensation				
Variable Performance Pay (VPP)	5%	On CTC		16,000
Total Variable Compensation**				16,000
Gross Cost to Company (CTC)				320,000
Allowances				
Night Shift Allowance (US)	22 days		3,300	39,600
Total Allowances				39,600
Benefits				
Personal Accident Disability Cover				750,000
Accidental Death Cover				1,500,000
Group Term Life Insurance Cover				1,500,000
Employee Direct Linked Insurance Cover				705,000
Hospitalization Insurance for Self, Spouse & 2 Dependent children				200,000
Gratuity as per prevailing rules				
Leave Encashment upon exit upto	60 days	Basic		
Deductions				
Statutory Deductions like: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
** As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.				
** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the Individual and Company's performance.				

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai Tel: 91 44 66768000, www.csscorp.com


 REGISTRAR


Annexure 2

MANDATORY DOCUMENTS TO BE PRODUCED ON JOINING DAY:

Kindly ensure that the photocopy of the following documents are submitted on Day 1. Originals of the same should be carried for verification and will be returned on the same day.

1. Copies of academic credentials:
 - i) Degree certificates and those of other professional qualifications
 - ii) Photocopies of Certifications if any
2. Recent Color Photographs
 - i) Passport size photographs – 4 Numbers for self
 - ii) Stamp size photographs – 2 Numbers for self
3. From previous employment(s)
 - i) Last 3 months salary slips and/or copy of last salary revision
 - ii) Relieving letter from last employer
 - iii) Service certificates
 - iv) References of two people with whom you have worked.
 - v) Form 16 / IT Computation Sheet from previous employer(s) for the current financial year
4. Personal details
 - i) Copy of Valid Passport and Valid Visas
 - ii) Copy of PAN Card
 - iii) Copy of Ration card / address proof
 - iv) Details of immediate family members (name and Date of birth) for Medical Insurance
5. Signed Copy of Appointment Letter

INFORMATION REQUIRED FOR TRANSFERRING PROVIDENT FUND FROM PREVIOUS COMPANY

If already a member of a Provident Fund with previous employer, then:-

1. Employer's name.
2. Date of joining and leaving service with them.
3. Name and address of the Regional Provident Fund Office.
4. Personal PF account No.
5. UAN no.
6. Names and Date of Birth of Family members you would want to mention as nominees for Provident Fund Scheme.

This is a computer generated offer and does not require any signature



Date: 21st Dec 2021

LETTER OF INTENT

Dear RAJATH KRISHNA R

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in "**Cyber Security Track**" and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

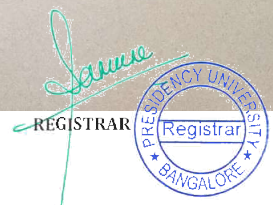
Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.
2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.
1. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.
2. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel: 91 44 66768000, www.csscorp.com



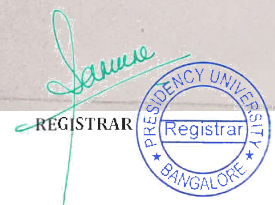


3. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.
4. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.
5. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.
6. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.
7. You are required to provide full attention and complete your internship program successfully.
8. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.
9. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
- 10. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.**
11. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000, www.csscorp.com





12. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.

13. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited

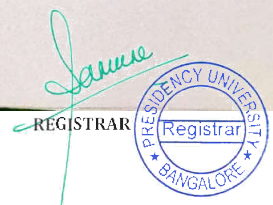
P R Manikantan

Senior Director, Campus and Institutional Alliances

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel: 91 44 66768000, www.csscorp.com





DECLARATION

I, RAJATH KRISHNA R, do hereby, on my own volition, free consent and free from any inducement or coercion, state that having complied with the prescribed formalities for being a part of the Internship program offered by CSS Corp Private Limited (hereinafter referred as "Company"), declare and affirm as under:

1. I understand that I have been offered with the internship program on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the internship program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which CSS Corp relied in good faith to admit me for the internship program, my admission to the internship program shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification and I undertake to refund CSS Corp whatever stipend was paid to me back to CSS Corp. I fully agree that I will not be considered for any certifications provided by CSS Corp.

2. I have passed my graduation (i.e., B.E /B. Tech etc.) with greater than or equal to 60% marks in my graduation.

3. I understand that during the internship I will receive a sum of Rs.10,000/- (Rupees Ten Thousand only) per month as stipend.

4. I understand that the duration of the internship program shall be three (3) months. The internship program would be held virtually (online mode).

5. I understand that a laptop (Minimum Configuration: Windows 64-bit OS, Intel i3 Processor, 4 GB RAM with Audio & Video capability) and uninterrupted Broadband Internet Connection with minimum 50 Mbps speed would be an essential requirement for the successful completion of the program, and I will arrange for it on my own at my cost and expenses.

6. I understand that I am expected to clear the mid and final assessment of the internship program and to meet all the set performance evaluation criteria as may be decided by CSS Corp from time to time, before I could be declared successful candidate from the internship program. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the internship program and no further attempt/ chance may be given to the undersigned nor I the undersigned will have the right to question the correctness of the

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000, www.csscorp.com

James
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



result declared by CSS Corp. As a logical corollary, I will not be considered for absorption/ employment by with CSS Corp.

8. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the internship program, I will be required to pay back the Stipend paid to me by CSS Corp, as applicable and I will not be considered for any certifications provided by CSS Corp.

9. I understand and agree that my internship program with CSS Corp shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances where the admission gets annulled, the Stipend paid to me will have to be refunded by me and I will not be considered for any certifications provided by CSS Corp.

10. I understand that CSS Corp may at its sole and absolute discretion offer me a position as an "Employee" in CSS Corp on successful completion of my Internship Program on a pay scale of an **annual CTC of INR 3.2 Lacs per annum or as CSS Corp may determine at that point of time.**

11. I understand on joining CSS Corp as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with CSS Corp.

12. I understand that on joining CSS Corp as an employee, I may be posted to any location within India, as per business requirements of CSS Corp. I further understand that the decision taken by CSS Corp in this regard would be final and binding on me.

14. I understand that CSS Corp functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of CSS Corp.

Name: **RAJATH KRISHNA R**

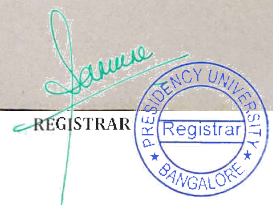
Date: **23/12/2021**

Signature of the Candidate

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000, www.csscorp.com





Annexure Curriculum Outline

Networking – Curriculum Outline (Common)

- TCP/IP Protocol Suite, Deep Drive – Protocol /Packet Level/ Header Level
- ARP, (RARP, Proxy ARP, GARP), ICMP, IP, TCP, UDP, DHCP, DNS, HTTP (S), FTP, Telnet, SNMP & SMTP
- IP Addressing & Subnetting VLSM, IPv4, IPv6
- Network Devices - Hub, Switches, Routers & Gateway
- LAN Switching - MAC table, STP, RSTP, MSTP, VRRP, VLAN, Tagging, Inter VLAN Routing
- Routing: Routing Table, Default Route, Static Route, Dynamic Routing, RIP, OSPF, BGP

Troubleshooting:

- Problem investigation & diagnosis
- Layered Troubleshooting
- Resolution
- Deep packet inspection using Wireshark packet capture & analysis tool
- Understand packet flow analysis i.e., life of a packet / session
- Log collection, analysis & interpretation
- Debugging of log files
- Using TCP/IP utilities

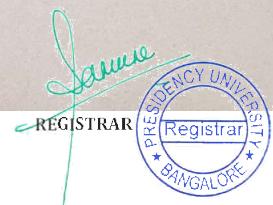
Cyber Security - Enterprise Next Gen Firewall

- State full & Stateless Firewall & Network Address Translation
- Firewall Policies, Filters, content filtering, web filtering, URL Filtering
- VPN - Route based, Policy based, Site to site & remote access VPN
- IPsec - Internet Security Association and Key Management Protocol (ISAKMP) & IKE Concepts
- SSL / TSL - Transport Layer Security
- Firewall Clustering - Active -Active, Active-Passive
- AAA protocols

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000, www.csscorp.com





Definition of Terms

Virtual Internship: Candidates can pursue internship from their current location remotely and is not required to report the CSS Corp offices in Chennai or Hyderabad during this period.

Cloud Labs: Remote virtual labs with the required hardware & software infrastructure for hands on exposure. The access to this will be provided by CSS Corp.

Performance Evaluation Criteria:

- Attendance to be maintained => 90%
- Mid & Final Assessment Scores to be maintained =>70%

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000, www.csscorp.com

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



Undertaking

I, RAJATH KRISHNA R Son/Daughter of RAGHU T.N residing at Yeshwanthpur Bangalore 560022 studying B.Tech degree in PRESIDENCY UNIVERSITY College, am fully aware of the terms and conditions, and am willing to undertake this internship program at CSS Corp. I promise to display sincerity and commitment towards this internship program and will seek for a long-term career with your esteemed organization if I am offered employment.

Name: RAJATH KRISHNA R
Date: 23/12/2021

Signature of the Candidate

Name: RAGHU T.N
Date: 23/12/2021

Signature of the Parent

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai Tel:91 44 66768000, www.csscorp.com

Sanne
REGISTRAR



Date: 21st Dec 2021

LETTER OF INTENT

Dear SREEVATSA PM,

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in "**Cyber Security Track**" and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.
2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.
1. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.
2. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.

CSS Corp Private Limited
CIN: U72900TN2000PTC115034
Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel: 91 44 66768000, www.csscorp.com



3. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.
4. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.
5. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.
6. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.
7. You are required to provide full attention and complete your internship program successfully.
8. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.
9. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
- 10. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.**
11. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

CSS Corp Private Limited
CIN: U72900TN2000PTC115034
Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000, www.csscorp.com





12. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.
13. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited

A handwritten signature in black ink, appearing to read "P R Manikantan".

P R Manikantan

Senior Director, Campus and Institutional Alliances



DECLARATION

I, Sreevatsa P.M, do hereby, on my own volition, free consent and free from any inducement or coercion, state that having complied with the prescribed formalities for being a part of the Internship program offered by CSS Corp Private Limited (hereinafter referred as "Company"), declare and affirm as under:

1. I understand that I have been offered with the internship program on the basis that the particulars furnished by me in my application, resume or any other document are factually correct. If, at any time before or after the start/commencement of the internship program, it transpires/ comes to the notice or brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from undersigned which CSS Corp relied in good faith to admit me for the internship program, my admission to the internship program shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification and I undertake to refund CSS Corp whatever stipend was paid to me back to CSS Corp. I fully agree that I will not be considered for any certifications provided by CSS Corp.
2. I have passed my graduation (i.e., B.E /B. Tech etc.) with greater than or equal to 60% marks in my graduation.
3. I understand that during the internship I will receive a sum of Rs.10,000/- (Rupees Ten Thousand only) per month as stipend.
4. I understand that the duration of the internship program shall be three (3) months. The internship program would be held virtually (online mode).
5. I understand that a laptop (Minimum Configuration: Windows 64-bit OS, Intel i3 Processor, 4 GB RAM with Audio & Video capability) and uninterrupted Broadband Internet Connection with minimum 50 Mbps speed would be an essential requirement for the successful completion of the program, and I will arrange for it on my own at my cost and expenses.
6. I understand that I am expected to clear the mid and final assessment of the internship program and to meet all the set performance evaluation criteria as may be decided by CSS Corp from time to time, before I could be declared successful candidate from the internship program. I hereby agree and understand that if I don't clear all the assessments, I will be declared unsuccessful in the internship program and no further attempt/ chance may be given to the undersigned nor I the undersigned will have the right to question the correctness of the

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000, www.csscorp.com





result declared by CSS Corp. As a logical corollary, I will not be considered for absorption/ employment by with CSS Corp.

8. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the internship program, I will be required to pay back the Stipend paid to me by CSS Corp, as applicable and I will not be considered for any certifications provided by CSS Corp.

9. I understand and agree that my internship program with CSS Corp shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscipline. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances where the admission gets annulled, the Stipend paid to me will have to be refunded by me and I will not be considered for any certifications provided by CSS Corp.

10. I understand that CSS Corp may at its sole and absolute discretion offer me a position as an "Employee" in CSS Corp on successful completion of my Internship Program on a pay scale of an **annual CTC of INR 3.2 Lacs per annum or as CSS Corp may determine at that point of time.**

11. I understand on joining CSS Corp as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with CSS Corp.

12. I understand that on joining CSS Corp as an employee, I may be posted to any location within India, as per business requirements of CSS Corp. I further understand that the decision taken by CSS Corp in this regard would be final and binding on me.

14. I understand that CSS Corp functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of CSS Corp.

Name: *Sreewatsa P.M*

Date: *22/12/2021*

Signature of the Candidate



Annexure Curriculum Outline

Networking – Curriculum Outline (Common)

- TCP/IP Protocol Suite, Deep Dive – Protocol /Packet Level/ Header Level
- ARP, (RARP, Proxy ARP, GARP), ICMP, IP, TCP, UDP, DHCP, DNS, HTTP (S), FTP, Telnet, SNMP & SMTP
- IP Addressing & Subnetting VLSM, IPv4, IPv6
- Network Devices - Hub, Switches, Routers & Gateway
- LAN Switching - MAC table, STP, RSTP, MSTP, VRRP, VLAN, Tagging, Inter VLAN Routing
- Routing: Routing Table, Default Route, Static Route, Dynamic Routing, RIP, OSPF, BGP

Troubleshooting:

- Problem investigation & diagnosis
- Layered Troubleshooting
- Resolution
- Deep packet inspection using Wireshark packet capture & analysis tool
- Understand packet flow analysis i.e., life of a packet / session
- Log collection, analysis & interpretation
- Debugging of log files
- Using TCP/IP utilities

Cyber Security - Enterprise Next Gen Firewall

- State full & Stateless Firewall & Network Address Translation
- Firewall Policies, Filters, content filtering, web filtering, URL Filtering
- VPN - Route based, Policy based, Site to site & remote access VPN
- IPsec - Internet Security Association and Key Management Protocol (ISAKMP) & IKE Concepts
- SSL / TLS - Transport Layer Security
- Firewall Clustering - Active-Active, Active-Passive
- AAA protocols



Definition of Terms

Virtual Internship: Candidates can pursue internship from their current location remotely and is not required to report the CSS Corp offices in Chennai or Hyderabad during this period.

Cloud Labs: Remote virtual labs with the required hardware & software infrastructure for hands on exposure. The access to this will be provided by CSS Corp.

Performance Evaluation Criteria:

- Attendance to be maintained => 90%
- Mid & Final Assessment Scores to be maintained =>70%





Undertaking

I, Sreevatsa P.M Son/Daughter of KM Manjunatha residing at Siddlaghatta Chikkaballapur (O) studying B.Tech degree in Presidency University College, am fully aware of the terms and conditions, and am willing to undertake this internship program at CSS Corp. I promise to display sincerity and commitment towards this Internship program and will seek for a long-term career with your esteemed organization if I am offered employment.

Name: Sreevatsa P.M
Date: 22/12/2021

Signature of the Candidate

Name: KM Manjunatha
Date: 22/12/2021

K.M. Manjunatha
Signature of the Parent

Sanna
REGISTRAR



EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka , India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

03 November, 2021

**Mr Idrees Quadri
001, #33 Crescent Taj Classic,
Serenity layout, narayanpura,
Bengaluru,
Karnataka - 560077**

**Contact No: 7259640019
Email: 201810101866@presidencyuniversity.in**

Dear Idrees,

Subject: Letter of intent

With reference to the campus selection process and the subsequent interviews that you had with us, we are pleased to extend a letter of intent subject to the following terms and conditions:

1. Position:

You will be offered a position in "EY Global Delivery Services India LLP" (the "Firm").

2. Date of joining and work location:

Your date of joining the company and work location will be communicated to you at a later stage.

3. Annual Fixed compensation:

You shall be paid an annual fixed compensation of **INR.4,28,572/-** per annum. The annual fixed compensation will be subject to applicable taxes as per the provision of IncomeTax Act & will be paid to you after deduction of income tax and other applicable taxes at source.

As per policy of the Firm, in addition to your fixed compensation you will be eligible to participate in the EY GDS Variable Pay Bonus Program, which drives a pay for performance approach providing differential reward based on EY GDS, business unit and personal performance. This will be payable on or before 31 August 2022. This is subject to you being employed with the Firm as on the date of payment of Variable Pay Bonus. Employees who join the Firm during the year will be eligible for a prorated Variable Pay Bonus payment. The Variable Pay Bonus amount is subject to income tax deduction as per rules prescribed under the tax laws.

4. Education Qualification:

This letter of intent is subject to your successful completion of Btech exams by September 2022.

Please note that a detailed offer letter would be issued to you subsequently.

Looking forward to a mutually beneficial association.

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTC093751) converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP Identity No. AAL - 2743) effective 30 November, 2017 Regd.Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K R Puram Bangalore - 560016

This file is signed using Digital Signature.





Thanking you.

Yours faithfully,

for **EY Global Delivery Services India LLP**

Signed By : Rahul Dasgupta
Reason : Offer Letter
Location : Bangalore
Date: 03-11-2021 16:54:56

Authorized Signatory

This file is signed using Digital Signature.



Date: November 29th, 2021

To,
Sai Hrithik P K
Subject: Internship Letter

Dear Sai Hrithik P K,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaat Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January, 2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your first month salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaat.
- You need to serve 30 days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaat Software Solutions Private Limited



Dev Bisht
Director- Human Resources

Date: November 29th, 2021

To,
Harikrishn V
Subject: Internship Letter

Dear Harikrishn V,

In reference to your application, we would like to congratulate you on being selected for internship with **Intellipaat Software Solutions Pvt. Ltd.** Your work is scheduled to start from **24th January, 2022** for a period of 6 Months. During this period, you will get paid Rs. 22,000/month (Rupees Twenty Two Thousand Only) and you will be working as an '**Business Development Trainee**'. The technical platform and job role will be shared with you by your manager on the day of your joining.

Note:

- Number of working days is 6 days in a week.
- Your first month salary will be dispersed along with your 4th month salary.
- During this Internship you are eligible to get Rs200,000/- Rupees as incentive based on your performance.
- During your internship, you are expected to be disciplined and sincere towards your job responsibility.
- Based on your performance, PPO will be released before the completion of your internship at Intellipaat.
- You need to serve 30 days of notice period without fail, or else the management of Intellipaat can hold your salary/ experience letter / relieving letter after joining.
- Minimum working duration must be 9 hours including one-hour lunch/dinner break.
- After the successful completion of 6 Months Internship period total CTC would be 900,000 INR.

Again, congratulations and we look forward to working with you.

Yours truly,
For Intellipaat Software Solutions Private Limited



Dev Bisht
Director- Human Resources

OL No: TN719**28 December 2021**Dear **DILIP YADAV N**,

We are pleased to offer you a position with **TEACHNOOK** as a **Business Development Trainee**. We believe you will find this position to be challenging and rewarding.

On the day that you begin your employment with **TEACHNOOK** you will be asked to sign an employment agreement. This employment agreement, among other provisions, states that you will keep our business information and our client's business information confidential

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Training Date: **21 January 2022 to 30 January 2022**OJT Start Date: **31 January 2022**OJT End Date: **30 July 2022**

Location of Training: Bangalore

Stipend: INR **15000** Per MonthIncentives : INR **10000**Target: **220000** INR per month.Pre Placement Offer : **6 + 3 LPA (Based on the performance)**

I have read and understood the terms and conditions and I accept this offer as set forth above with Teachnook and will report on or before **21 January 2022**.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You will be required to work on 9 hours shift and will be entitled to one day weekly off, which might change from time to time and shall be intimated to you in advance.
- During the training period you will not receive any of the employee benefits that regular employees receive & the company will have all the rights to terminate your services without offering any reason.
- At any time if you wish to discontinue the training due to personal reasons , you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will follow all policies and practices of our business.
- The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

ANNEXURE

As a part of the joining process, you are requested to bring the following documents on the day of joining.

Photocopies of

- SSLC (X Std) Marks Card / 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- **Negative RT-PCR Report is mandatory. It should not be older than 48 hours (Even if you are fully vaccinated).**

Please bring the original education certificates / mark sheets (10th or 12th).

NOTE:

{The document will remain with us for your entire training/employment period. Anytime you would wish to collect the submitted document back for any reason, you must replace it with another specified document (10th/12th/degree consolidated).}

SIGNATURE: _____

(Candidate's Signature)

DATE: _____

15th Feb 2022

Ref: iOPEX/RRF4944.CAN20583/10606

APPOINTMENT LETTER

Sumith J Jadhav

No: 52 Gopallappa layout, near ayyappa temple,hebbal kemapapura,
Bangalore,Karnataka,560024.

Dear Sumith J Jadhav,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to appoint you as **Trainee - Engineer** with iOPEX Technologies Private Limited in **Grade E1**.

Your Total CTC Salary will be **300,000/- per annum [Rupees three lakh only]**. This has been detailed in the Compensation Details annexed (Annexure 1) to this letter. For the purpose of clarification, your compensation details and related figures is dependent on your business vertical and job band within the Company.

The Terms & Conditions of our Offer of Employment to you are as follows. You shall be governed by the Terms and conditions of Employment, as amended from time to time.

1. Date of Commencement of Employment:

Your scheduled date of joining or commencement of employment with the Company shall be on or before February 15, 2022. The appointment stands automatically terminated or withdrawn thereafter, unless the date is modified or extended and communicated to you in writing by the Company.

2. Location:

Your current location of employment shall be **Bangalore**, India. However, iOPEX reserves the right to transfer/utilize your services at any time to any of its unit(s)/ department(s) or office(s), work sites, or associated or affiliated companies in India, or outside India, on the terms and conditions as applicable to you at the time of transfer.

For the purpose of this agreement, "Affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.


REGISTRAR


3. Health Insurance Plan - ESIC Scheme:

You will be eligible for coverage under ESIC Scheme. As per Section 56 (1) of ESI Act, 1948, you and members of your family whose condition requires medical treatment and attendance shall be entitled to receive medical benefit.

4. Group Life Insurance & Personnel Accident Coverage Scheme:

You will be covered under the Group Life Insurance Scheme, that provides you with a total life insurance cover of Rs. 2,00,000 of which Rs. 1,00,000 is covered towards natural death, and additional Rs. 1,00,000 towards an accidental death.

5. Probationary Period and Confirmation as a Permanent Employee:

You will be on probation for a period of six months from the date of joining the company and you will be appraised for satisfactory performance for which iOPEX would confirm you. This confirmation will be communicated to you in writing, and you will be deemed to continue on probation till such time. If your performance is found unsatisfactory, iOPEX may extend the probation period. If your performance is still found unsatisfactory, iOPEX shall be entitled to terminate your services forthwith.

6. Working Hours

All our operations function 24x7, 365 days in a calendar year. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. You may be required to work in shifts and/or in extended working hours, as permitted by law.

The company reserves the right to alter/modify its working hours.

In case you absent yourself from duty for 3 days or more or extend leave at your own and without consent of management beyond originally granted leave, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you, and not as a termination of the service by the company. In such case the Company will initiate necessary action as per its policy, in that regard.

7. Leave

iOPEX provides for Earned (Privilege) Leave and Casual leave and as per the policies of the company. Leaves will be credited on the 1st of the subsequent month.

8. Increments & Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis and will be based on iOPEX's Compensation & Promotion Policy.



9. Notice Period

During probation, your services can be terminated with **60 days** notice or salary in lieu thereof on either side. On confirmation or as a regular employee, your services can be terminated with **90 days** notice or salary in lieu thereof on either side. iOPEX reserves the right, if it is in the interest of business and current assignment, to ask you to serve your notice period. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked.

The company reserves the right to terminate your services, for any act of misconduct, poor performance and high level of incompetency. This will be applicable during or after your training period. You will be subject to disciplinary action leading to termination, without notice or compensation.

If you are getting 'transferred' or 'promoted to 'senior roles', the terms of notice will vary. It is mandated to reach out to the Human Resources team to understand the obligation and tenure of notice.

10. Background Verification

Your employment will be subject to clearance of a Background Verification/ Reference Check/ Criminal Check/ any other test specified by the client and genuineness of documents or information provided by you, which is including and not limited to your education (10th standard to post graduation, or as applicable), your prior employment and residence address. The background check is in line with iOPEX's background Verification policy. You are being appointed on the presumption that you have no criminal background as per the law of the land and the particulars furnished by you in your application/resume and joining documents are correct and complete.

The Company may by itself or through a specially appointed agency will conduct internal and external background Verification. By acceptance of this Offer you are deemed to have consented to such verification and shall co-operate with the same in all aspects. Normally, such checks are completed within one month of joining. If the background check/ referrals reveals unfavourable results and are not true and complete, you are liable to disciplinary action including termination of service without notice.

11. Conditional Terms of your Employment

On your joining you will have to undergo intensive technical training as mentioned below.

1.1. You shall be provided training to enable Your performance on Your job.

1.2. During Your mandatory training, you have to be present throughout the entire training session, on all days compulsorily without fail or without any exception. And Your evaluation shall be done at the end of two (2) weeks' training. You must clear the evaluation to entitle You to be inducted on regular permanent roles of the Company. This Conditional Offer shall take effect only upon Your successful completion of the training and clearing evaluation conducted by the Company. The Company reserves the right to terminate this Conditional Offer, with immediate effect, if you fail to clear the evaluation process.



1.3. After you get qualified, during our evaluation of Your performance internally and with the client, you shall be absorbed into our regular payrolls. However, if Your performance is found unsatisfactory, your continuation of employment will not be considered.

You will be required to sign a standard Proprietary Information and Inventions Agreement on joining. Your employment with us will be governed by the terms and conditions of the organization.

This offer of employment and its annexures constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

This Terms of the Letter shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Chennai, India.

We request you to read the Terms and Conditions specified herein and confirm to us your acceptance by signing and returning a copy of this Letter. In the event you, (i) fail to join the Company on the date hereinabove specified or any other date agreed by the Company or (ii) fail to clear your BGV or are found medically unfit, the Offer and appointment shall automatically stand terminated with immediate effect.

You are requested to submit self-attested copies of the documents specified under Annexure D at the time of joining.

We welcome you to the IOPEX family and wish you a rewarding career over the years to come.

Yours sincerely,



Sumitra CV
Director - HRA

Encl: Annexure A - Compensation Details
Annexure B - Terms & Conditions
Annexure C - Documents to be submitted at the time of joining



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Annexure A: Compensation Details (Salary & applicable benefits)

Name:

a) Remuneration

Division & Sub Division : ETAS			
Designation: Trainee - Engineer			Grade: E1
	Salary Heads	Per Month	Per Annum
Fixed Pay			
	Basic	8,750	105,000
	HRA	3,500	42,000
	Statutory Bonus	1,400	16,800
	Special Allowances	1,611	19,332
	Total Fixed Pay	15,261	183132
Variable Pay			
	Night Shift Allowance	5,500	66000
	Attendance Bonus	2,500	30,000
	Total Variable Pay	8,000	96,000
Employer Contributions			
	Provident Fund	1,243	14,916
	ESI(Employer's contribution)	496	5,952
	Sub-Total	1,739	20,868
	TOTAL CTC	25,000	300,000
	Net Pay	21,904	262,843

b) Retirals

- You will participate in the company Provident Fund Scheme as applicable to your category of employees.
- You will be entitled to gratuity as per the provisions of the Gratuity Act 1972.

Sanna
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

c) Variable Components

Night Shift Allowance: This allowance is offered to you for work rendered during the night shift. You are eligible only if your shift begins or ends between 10 p.m. to 6 a.m. of the next day. Night shift is earned at actuals for days worked on the night shift

Attendance Bonus: Attendance Bonus will follow the Attendance Bonus Policy that will be shared to you. On achievement of the said targets the employee is eligible to earn a max of 30,000/- per annum.

d) Applicable tax would be borne by the employee.

Note -

- i. It is expected that individual compensation package would not be shared with other employees.
- ii. The above compensation structure is subject to change without affecting emoluments adversely.

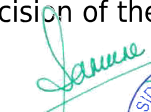
Sanna
REGISTRAR




REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Terms and Conditions of Employment

1. You shall not divulge, communicate or pass on any information, know-how, knowledge, data, methods, plans etc., of the company, directly or indirectly which you may come to possess as a result of your employment with the company to any outsider or anyone not employed by the company. This Agreement shall be effective as of the first day of your employment with the Company, and in the instance of your separation from the company, it will remain in effect for five years from your last working date.
2. During your employment with the company, you shall not carry on any employment elsewhere, business, profession or calling of your own, either part time or otherwise. You will also not engage in any commercial activity.
3. You shall not accept any offer of appointment / engagement / work assignment from any of the existing or past clients of iOPEX, either during the course of your employment with us or up to a period of two (02) years from the date of your separation from iOPEX, without the prior written permission of iOPEX
4. You will be required to declare any direct relatives who may be working with iOPEX or any of its subsidiary, group, and affiliate companies, direct or indirect competitors. If any of your direct relatives are offered by iOPEX, or any of its subsidiary, group, affiliate companies, you would be required to voluntarily declare the same as and when an offer of employment is made to them. Direct relatives include spouse, brother, sister and children.
5. You shall not download any unauthorized information, documents, graphics, etc, that you may gain access to, during the course of your work. You will be held solely liable for such acts and the Company shall stand absolved of the same.
6. You shall not use your e-mail IDs / addresses / contact numbers to correspond with the existing / past / pipeline clients of iOPEX, either to solicit business for personal gain or as an agent of any other company/ firm / organization, during the Term of your employment and for a period of two (02) years from the date of your relieving
7. You shall not communicate, in any manner, any information regarding your remuneration / terms of employment to any other employee of the company except your immediate superior and/or concerned person(s) of the HR department.
8. You shall be governed by the policies and procedures of the company, service rules and regulations being in force, or introduced/ amended later. All policy documents are available in our portal myportal.iope.com. In this regard, an undertaking confirming that you have read and understood the policies will be taken, at the time of joining.
9. Your offer is subject to you being medically fit at the time of joining the Company or at the request by the client/ management. Upon request, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining/upon request. If you are found medically unfit to carry on the duties of your current role, this offer will stand withdrawn. The decision of the company will be final.


REGISTRAR



10. You shall communicate any change with regard to your expected date of joining. The HR team will give you a letter confirming the change of date.

11. You shall declare to the Human Resources team if you are a foreign national or a non-resident Indian. You will be obligated to conform to all the statutory laws that govern a foreign national or a non-resident Indian

12. COVENANT NOT TO COMPETE. You agree that during the Term of employment and for a period of two (02) years immediately following the termination or end of employment with the company, shall not engage in any business activity which is competitive to the Company nor work for or accept offer with any company or their affiliates or subsidiaries, which directly or indirectly competes with the services of the Company or its group companies. You shall not, directly or indirectly, either for Your own benefit or for the benefit of a third party, disclose to any person, firm or corporation or any other third party, the name, address, contact details or any other information pertaining to the Company or clients of the Company and all other information that form a part of the Confidentiality Agreement agreed and acknowledged between You and the Company and shall not, directly or indirectly, on Your own or on behalf of any other person or business enterprise, or any third party, engage in any business activity which competes with the Company or its group companies..

13. NON-SOLICITATION/NO POACHING. You shall not, during the Term of employment and for a period of two (02) years immediately following the termination or end of the employment either directly or through any other third party, either as a full-time employee or in contract, solicit, induce, encourage, poach or participate in soliciting, inducing, or encouraging any employee, independent contractor or consultant of the Company, to terminate his or her or its relationship with the Company or to work or get employed with, in any capacity for any person or corporate or any third party. You agree not to solicit or hire or poach any employee or independent contractor of the Company on behalf of any other business enterprise for your benefit or for benefit of the business enterprise, nor shall You induce any employee or independent contractor or consultants associated with the Company to terminate or breach an employment, contractual or other relationship with the Company or its group companies during the above-mentioned time period.

14. NON-SOLICITATION OF CUSTOMERS. You shall not, during the Term of employment and for a period of two (02) years immediately following the termination or end of employment, either directly or indirectly or through any other third party, call on, solicit, take away, or join or get employed with or attempt to call on, solicit, or take away or join or get employed with any of existing or past customers of the Company or Customers in pipeline or end clients of the customers of the Company or direct or indirect competitors of the Company or their affiliates or subsidiaries, including but not limited to, whom You are acquainted with during the term of Your employment, as the direct or indirect result of Your employment with the Company. Neither shall You, either directly or through any other third party, disclose to any person, firm, or corporation the names or addresses of any of the customers or end clients of the customers of the Company or any other confidential information of the Company or its group companies.

Janna
REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE

15. LEGAL REMEDY: In the event You violate the obligations under this Agreement; You agree that the Company shall be entitled to initiate legal proceedings against You and claim damages for the loss incurred by the Company, including but not limited to, cost of litigation, attorney fee and other related expenses and cost. Therefore, if You breach any of the provisions of this Agreement, the Company shall be entitled to any and all remedies available to the Company, at law or at equity, to enforce such provisions.

Our offer to you as a **Trainee - Engineer** is conditional upon your having fully completed your graduation, without any active backlog papers and with a pass percentage of 60%. These eligibility criteria for the Role has already been clearly communicated to you. You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion

On joining you will be imparted with necessary training. You are expected to meet with all the requirements in the training. In the event, you are unable to meet with the expectations, we would be constrained to terminate your services. During the training period working schedule shall be of any six days a week.

The Company has policies that are linked to performance management, career growth and annual compensation review of an employee and these policies shall be applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your category of employees.

Furthermore, the Company has various human resources and administration policies and procedures. The Company reserves the right to vary these policies at any time in its absolute discretion. While these policies do not form part of your contract of employment, you are required to abide by all applicable policies.

In case of defiance of the terms and conditions set herein, the Company shall have all rights to take appropriate disciplinary action against you, in its sole discretion.

I hereby acknowledge and agree to abide by all internal policies of the Company.

Signature


REGISTRAR


Its mandate to submit the below mentioned documents at the time of your joining

1. Three passport size photographs and two stamp size photographs
2. Educational Certificates (photo copy for submission)
 - a) 10th Mark Sheet
 - b) 12th Mark Sheet
 - c) UG provisional Certificate - degree certificate or mark sheets, provisional valid only till 6months
 - d) PG provisional Certificate - degree certificate or mark sheets, provisional valid only till 6months
3. Last three month's pay slip
4. Relieving letter/Service certificate from the last three employer's as per applicability.
5. Identity Proof:(Kindly provide all the below mentioned documents)
 - Valid Indian Passport (Kindly sign the affidavit, if you do not have a passport).
 - Aadhar Card
 - Voters Identity Card
 - Driving License
 - Bank Pass Book with attested customer photograph
6. Address Proof(Kindly provide all the below mentioned documents)
 - Valid Indian Passport
 - Aadhar Card
 - Voters Identity Card
 - Telephone bill
 - Ration card
 - Electricity bill
7. PF Account No with the last employer as per applicability
8. If Applicable Under ESI: One Post Card Size photo with nominee.
9. PAN Card (Mandatory), if not submitted within 30 days this will be treated as a disciplinary issue.

Note: "Kindly bring the Original certificates for validation at the time of joining"



February 25, 2022

B Prashanth

Sub: Letter of appointment - Operations Executive

Dear **Prashanth**,

We are pleased to extend our offer to you to join **REConnect Energy Solutions Ltd.** ('the Company') on the terms and conditions set forth below.

Your title and start date will be as indicated in **Annexure A**. You will be based in **Bangalore**, and shall be responsible for various activities assigned by the company from time to time. The Company may choose to change your location after giving you prior notice of such a change. You are required to work exclusively for the Company unless you obtain prior written permission from the Company with respect to outside employment, business activity with or without remuneration for such activity. Although your employment will be with the Company, you may be seconded from time to time to other group companies of REConnect Energy from time to time at the Company's discretion. During your employment, you may be required to work from any other office that the Company or REConnect (the Group) may establish in India. In such circumstances, REConnect shall provide you travel and other assistance as is customary business practice.

During your active employment with the Company you will be eligible for compensation as indicated in the **Annexure A**, subject to the following terms and conditions:

- The fixed pay and other terms are set out in **Annexure A** hereto. Your fixed pay less applicable deductions will be paid in accordance with the Company's normal payroll practice.

- Your fixed pay may change at the discretion of the Company, upon advance written notice to you. Please note that your fixed pay includes certain monthly allowances as set out in **Annexure A**. Certain of these allowances may qualify for tax benefits upon submission of appropriate receipts and other documents, in accordance with Company policy and applicable tax regulations. Failure to provide such receipts and other documents in a timely may result in deduction of tax from the amounts payable to you.
- All payments mentioned in **Annexure A** will be made less taxes and other applicable payroll deductions.

You will be on **probation for a period of TWO months** following the commencement of employment. Your confirmation at the end of the probation period is subject to successful completion of employee confirmation review. During the probation period, you or the Company may terminate the employment after giving a **TWO week notice**.

If you resign from your position in the Company, you are required to provide a written notice of resignation and serve a notice period of **TWO months**. Further, if the Company asks you to leave, it shall follow the process as regard to the notice period. The Company may elect, but shall not be obliged to, terminate your employment prior to the expiry of the notice period, and make a payment in lieu of notice. The above conditions will not apply if the employment is terminated due to the following clauses:

1. Material neglect or material failure to perform your job, duties and responsibilities
2. Your failure or refusal, after due notice, to comply with lawful policies and directives of the Company
3. Your material breach of any contract or agreement between you and the Company, or your material breach of any statutory duty, fiduciary duty or any other obligation that you owe to the Company

Your commission of an act of fraud, theft, embezzlement or any other criminal offence against the Company or your engaging in unprofessional, unethical or other intentional acts that materially discredit the Company or are materially detrimental to the character, standing or reputation of the Company or any of its past or present directors or employees

Your indictment, conviction or guilty plea with respect to any felony or crime of moral turpitude

The discovery that you provided any false or misleading information that played a part in the Company's recruitment decision with respect to you

You agree that during the term of your employment with the Company and within six months from the cessation thereof, regardless of the reason of cessation of the employment, you will not, directly or indirectly, on your behalf or in conjunction with any person or legal entity, solicit or induce any employee of the Company to cease their employment relationship with the Company.

You agree that during the term of your employment with the Company and within one year from the cessation thereof, regardless of the reason of cessation of the employment, you will not, directly or indirectly, on your behalf or in conjunction with any person or legal entity, solicit or induce any existing client or a potential client with whom the Company was in conversation at the time of such cessation or in the last six months prior to such cessation, to cease or alter their relationship with the Company.

You further agree that during the term of your employment with the Company, you shall comply with all the provisions of the applicable Human Resource Policy (HRP) of the Company as notified and issued by the Company from time to time. Any conflict between this offer letter and the HRP with respect to the terms of the employment, the provisions made under the HRP shall be binding and applicable.



RECONNECT
ENERGY

REConnect Energy Solutions Ltd.
(formerly known as REConnect Energy Solutions Pvt Ltd.)
CIN : U72100KA2010PLC156244

☎ : +91-8882-440-440
✉ : info@reconnectenergy.com
🌐 : www.reconnectenergy.com

In the course of your employment with the Company, you may become aware of information that is confidential in nature, and may harm the Company's business interest if shared. This includes details of clients, potential clients, pricing and business terms, business practices, current and future business plans, and other information which may be considered Confidential. You hereby confirm that you shall keep such information confidential and you will not disclose such information directly or indirectly to any person or legal entity, without the prior written consent of the Company. If you are required by any court or under a judicial process to disclose such information you shall immediately notify the Company of such a disclosure requirement. This clause shall apply during your employment with the Company and after its cessation.

During the course of your employment, as part of performing your duties, you may develop intellectual property in the form of work documents, models, calculations, software tools, algorithms, databases, or any other information or work product, whether patented, copyrighted, or not. You agree that this will be the property of the Company and you shall not share, disseminate or use for non-Company purposes such intellectual property without the prior written consent of the Company during your employment with the Company or after its cessation.

You are required to maintain confidentiality of compensation and benefits information, and you will not share this information with anyone except immediate family members and when required by law.

Please note that the employment is of no fixed term and that either you or the Company may terminate the employment relationship at any time and for any reason, subject to the notice period clause. Any payment that may be due to the Company by you upon the termination of your employment with the Company be reduced from any amount payable to you by the Company, at the Company's discretion.



GRIDConnect

📍 **Registered Office :**
No. 15, Krishik Sarvodaya Foundation,
Golf Avenue Road, Off Old Airport Road,
Kodihalli, Bangalore – 560008, Karnataka, INDIA

📍 **Other Locations :**
Gurgaon, Mumbai, Chennai, London

Janna
REGISTRAR
RESIDENCY UNIVERSITY
BANGALORE



REConnect Energy Solutions Ltd.
(formerly known as REConnect Energy Solutions Pvt Ltd.)
CIN : U72100KA2010PLC156244

☎ : +91-8882-440-440
✉ : info@reconnectenergy.com
🌐 : www.reconnectenergy.com

The terms and conditions of this contract of employment shall be governed and interpreted according to the laws of India. Any dispute, controversy or claim arising out of or in connection with this contract of employment shall be resolved by binding, final arbitration in Indore, pursuant to the Rules of Arbitration applicable in India. The language of arbitration shall be English.

We are enthusiastic and pleased that you are going to be a part of REConnect. We hope that your association with us is of mutual benefit, learning and growth. To accept this offer, please sign it on every page (including Annexure that is enclosed) and return it within five days from the date of the letter or upon the date of joining whichever is earlier.

We are looking forward to working with you.

Sincerely,

Bhavya Das

Senior Manager - HR

REConnect Energy

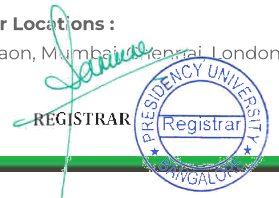
Date: February 25, 2022

End-of-Document



📍 **Registered Office :**
No. 15, Krishik Sarvodaya Foundation,
Golf Avenue Road, Off Old Airport Road,
Kodihalli, Bangalore – 560008, Karnataka, INDIA

📍 **Other Locations :**
Gurgaon, Mumbai, Chennai, London



Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, of which this annexure is an integral part. All payments are subject to applicable taxes.

Name: **B Prashanth**
Title: Operations Executive
Job Group: 12
Date of Joining (Doj): **March 02, 2022**

Pay Details:

Base Salary (A)		
Basic Pay & Dearness Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Special Allowances	39,185	3,265
Statutory Bonus	7,000	583
Sub Total***	271,185	22,599
Other Salary Components (B)		
PF (Company Contribution)	21,600	1,800
Gratuity*	7,215	601
ESIC (Company Contribution) **	0	0
Sub Total	28,815	2,401
Total Cost to the Company (CTC) in RS. (A+B)	300,000	25,000

* - Payable Annually as per prevailing HR Policy.

***- This is subject to the following adjustments upon payment:

- PF (Employee Contribution), if applicable
- ESIC (Employee Contribution), if applicable
- Professional taxes, if applicable
- Tax Deduction at source, if applicable

The total annual Cost to the Company shall be Rs.3,00,000/- (Three lakhs only).

End-of-Annexure



March 4, 2022

Dear Amulya Purohit,

Sub: Letter of Engagement as Intern

We are pleased to inform you that you have been selected for undergoing Internship in our organization Wipro Limited (Wipro) as Intern under the following terms and conditions:

1. Nature of Engagement

You will be engaged as an **Intern at Wipro**.

2. Duration of training

The duration of **internship** will be 10 to 16 weeks starting from March 10th. During this period, Wipro shall evaluate your performance. Unless Wipro extends the period of internship, in writing, solely at its discretion, your internship shall automatically stand terminated at the expiry of the internship period.

3. Verification Report

Your engagement with Wipro will be subject to receipt of satisfactory report with regard to verification of the particulars furnished by you in your application and information given at the time of Interview. If any declaration or information furnished to Wipro proves to be false or if you have wilfully suppressed any material information, in such case, you will be liable to removal from training without any notice.

4. Obligations and Responsibilities

- a. During your internship period, Wipro expects you to undergo training in any department / section in which you are placed with high standard of initiative and efficiency. You shall devote yourself exclusively for undergoing training. You shall not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly in any other trade or business (except as share-holder or debenture holder) during the training period without obtaining permission in writing from the appointing authority at Wipro. You will be governed by the service rules / standing orders, policies and regulations as may be promulgated by Wipro from time to time in relation to conduct, discipline and other matters. You will not seek membership of any local or public bodies without first attaining specific permission from the appointing authority at Wipro. You are expected to comply with the policies of Wipro including the Code of Business Conduct and other policies of Wipro as they form an integral part of the terms of your training with Wipro.

Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new Policies may be introduced and notified to employees/trainees from time to time and you will be required to comply with the same. Any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of Wipro and appropriate disciplinary action will be initiated.

- b. During the training period, if you conceive any new or advanced method of improving processes / formulae / systems in relation to the Business or Trade of Wipro, such developments will be fully communicated to Wipro and will be the sole property of Wipro. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required



under obligation of law or as may be required by Wipro and in the course of your training. This covenant shall endure during your training and beyond the cessation of your training with Wipro.

- c. During the training period and thereafter, you will not pass onto anyone in writing or by word of mouth or otherwise, particulars or details of work, processes, technical know-how, research carried out, security arrangements, administrative and organization matters of confidential or secret nature, which you may come across during your training period or become known to you by virtue of your undergoing training in Wipro or otherwise.
- d. In connection with your internship and during the term of your internship, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

5. Posting

During your training period, you are liable to be transferred or assigned to training in any division / department / establishment or location at which Wipro or its associate companies have their offices or operation and whether at present existing or which may be set up in future at any time and at any place in India, without any increase in stipend. On such posting, you will be governed by the policies, rules and regulations as applicable in that Unit / Branch / Establishment.

6. Travel

You will be required to undertake travel as required by Wipro and you will be paid travel expenses as per Wipro rules.

7. Termination

Notwithstanding any of the clauses of this letter of engagement, Wipro reserves the right in its sole discretion of terminating this agreement during the training period without assigning any reason by giving one week's (7 days) notice or payment of one week's stipend, in lieu of notice.

8. Training Hours and Holidays

As an intern you will be called upon to undergo training during the hours and days as may be fixed by Wipro. Normally all Sundays will be weekly holidays together with all National and Festival Holidays observed by the establishment.

9. After completion / termination of internship

On completion / termination of internship, you will immediately surrender to Wipro all specifications, documents, literature, drawings, records etc. belonging to Wipro or relating to its Businesses and shall not take or retain any copies of the said items.

10. Date of commencement of training

In case the above terms and conditions are acceptable to you, you are required to return the duplicate copy of this letter of engagement within one week, duly signed by you, in token of your acceptance of the offer and report for training on or before the date of commencement of training. While reporting for training, please bring 3 copies of your latest passport size photographs and two copies each of your certificates and testimonials along with the originals. The original certificates will be returned to you after verification.

Yours sincerely,
For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

Endorsement:

1. I accept the terms and conditions stipulated in the above letter of engagement.

2. I shall report for internship on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I Amulya Purohit, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') for the following purposes:

- a. validating my curriculum vitae and retaining records on the same for any future reference/verification;
- b. processing my application for internship including background verification checks;
- c. Internship related actions including record keeping, processing training stipend and any action required in the context of my training with Wipro.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me.

ANNEXURE II

CONFIDENTIALITY & NON-DISCLOSURE AGREEMENT

This non-disclosure agreement ("**Agreement**") is made on this the [] day of [] between

Wipro Limited, a public limited Company incorporated under the Indian Companies Act, 1913, and existing under the Indian Companies Act, 1956, having its registered office at Dodda Kannelli, Sarjapur Road, Bengaluru 560-035.

And

_____[Name of the Intern], S/o / D/o

Residing at _____

(Hereinafter referred to as "**Intern**" which expression shall mean and include his/her representatives in interest, assurers and guarantors).

WHEREAS:

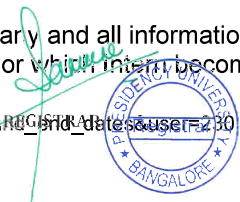
The Intern has expressed his/her desire to be trained with Wipro for a period of _____ ("**Internship Period**");

Wipro has accepted the Intern's application subject to the Intern adhering to and complying with certain covenants governing his or her movement within Wipro premises, conduct, and other tasks whatsoever which they may be allotted from time;

During the term of the internship, the Intern may have access to certain information which may be proprietary and/or of confidential nature ("**Confidential Information**", as more particularly described below).

NOW THEREFORE in consideration of the Agreement herein by the parties hereto and such additional promises and understandings as are hereinafter set forth, the parties agree as follows:

- 1. For purposes of this Agreement, "**Confidential Information**" means, with respect to Wipro, any and all information in written, representational, electronic, verbal or other form that is disclosed to Intern by Wipro or which Intern becomes





aware of in the course of the internship, including without limitation, information relating directly or indirectly to the present or potential business, operation or financial condition, pricing, legal cases pertaining Wipro, marketing plans or strategy, volumes, services rendered, customers' and suppliers' names or lists, any customer information, financial or technical or service matters or data of or relating to Wipro and any information identified as being proprietary and/or confidential and any information which might reasonably be presumed to be proprietary or confidential in nature, excluding any such information which (i) is known to the public (through no act or omission of Intern in violation of this Agreement); (ii) was known to Intern prior to its disclosure under this Agreement; or (iii) is required to be disclosed by governmental or judicial order, in which case Intern shall give Wipro prompt written notice, and use reasonable efforts to ensure that such disclosure is accorded confidential treatment and also to enable Wipro to seek a protective order or other appropriate remedy.

2. Nothing contained hereunder shall be construed as creating, conveying, transferring, granting or conferring by Wipro on Intern any rights, license or authority in or to the Confidential Information.
3. Intern agrees and undertakes that he/she shall not disclose or make available to any person (including the Institute) reproduce or transmit in any manner, or use (directly or indirectly) for his/her own benefit or the benefit of others, any Confidential Information, including without limitation, the use of the Confidential Information in any thesis or report required to be submitted by Intern under any course. Intern undertakes that he/she will not, without prior written consent of Wipro, use any Confidential Information in any of her future projects or presentations for any person, including the institute, nor shall he/she use any of the Confidential Information in his/her resumes or any application for prospective employment.
4. Intern shall use and/or protect the Confidential Information received by him/her with utmost degree of care and diligence.
5. Intern agrees that upon (i) termination/expiry of Internship Period, or (ii) at any time during its currency, or (iii) on Intern ceasing to be an Intern of Wipro, Intern shall promptly deliver to Wipro the Confidential Information and copies thereof in his/her possession or under his/her direct or indirect control, and shall destroy all memoranda, notes and other writings prepared by him/her or his/her subordinates based on the Confidential Information.
6. Intern acknowledges that the Confidential Information coming to his/her knowledge may relate to and/or have implications regarding the future strategies, plans, business activities, methods, processes and or information of Wipro or its affiliated companies which could afford third parties certain competitive and strategic advantage. Intern shall ensure that the use of such Confidential Information by the Intern shall not jeopardize or adversely affect in any manner such future strategies, plans, business activities, methods, processes, information, and/or competitive and strategic advantage of Wipro.
7. Intern acknowledges the quantum of damages and/or losses that Wipro may suffer as a result of the breach of this Agreement by the Intern and therefore, agrees to indemnify and keep indemnified Wipro against all loss or damage, which Wipro may suffer as a result of any such breach.
8. Intern hereby acknowledges and agrees that in the event of a breach or threatened breach by Intern of the provisions of this Agreement, Wipro shall without prejudice to any of its rights under this Agreement or in law have the right to claim damages and shall also be entitled to injunctive relief against such breach or threatened breach by Intern.
9. No failure or delay by Wipro in exercising or enforcing any right, remedy or power hereunder shall operate as a waiver thereof, nor shall any single or partial exercise or enforcement of any right, remedy or power preclude any further exercise or enforcement thereof or the exercise of enforcement of any other right, remedy or power.
10. This Agreement will be governed exclusively by the laws of India and, jurisdiction shall be vested exclusively in the courts at Bengaluru. This Agreement shall not be amended, assigned or transferred by either party without obtaining the written consent of Wipro.
11. The obligations of confidentiality shall survive the expiry or termination of the internship. Nothing in this Agreement is intended to confer any rights/remedies under or by reason of this Agreement on any third party.
12. If any term or provision of this Agreement is determined to be illegal, unenforceable, or invalid in whole or in part for any reason, such illegal, unenforceable, or invalid provisions or part(s) thereof shall be stricken from this Agreement and such provision shall not affect the legality, enforceability, or validity of the remainder of this Agreement.

IN WITNESS WHEREOF the parties hereto have duly executed this Agreement as of the date and year written above.

Yours sincerely,

For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

Accept

Decline

Intern Name: Amulya Purohit

Signature Amulya Purohit 4/3/2022 5:04 PM

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

Registered Office:

Wipro Limited T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

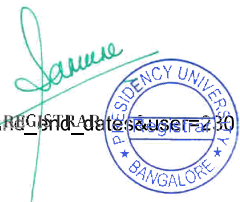
Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com

India C :L32102KA1945PLC020800

Sensitivity: Internal & Restricted

23072543





02 March 2022

Mr. Prajwal S
Bangalore

Ref: Trainee Engineer

Dear Prajwal,

This is regarding the meeting we had some time back. It is our pleasure to inform you that, we offer you to work as a **Trainee Engineer** commencing 2nd Mar 2022.

You will be paid Rs. 12,000/- (Rupees Twelve Thousand only) Per Month as stipend during this period.

Based on your performance during this period, we may consider, to offer, a permanent position in our organization.

This offer constitutes a contract of employment for a period of 24 months' time and your employment may be terminated by the management with or without cause by providing no prior notice. Your signature at the end of this letter confirms that no promises or agreements that are contrary to the forgoing have been communicated to you during any of your pre-employment discussions with Fidrox and that this letter, including any policies referred hereunder, contains our complete agreement regarding the terms and conditions of your employment.

You will entail dealing with important and sensitive information, records, and such other matters of the company. You will, therefore, be required to sign a "Code of Business Conduct" of our company.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same to us.

Sincerely

For Fidrox Technologies

Manu Thomas
Chief Financial Officer

FIDROX Technologies

48/13, 3rd floor, 40th Cross, 3rd Main, 8th block, Jayanagar, Bangalore 560082
Ph: +91 80 26540004 www.fidrox.com



March 01, 2022

Vishnu T S

Sub: Letter of appointment - Operations Executive

Dear **Vishnu**,

We are pleased to extend our offer to you to join **REConnect Energy Solutions Ltd.** ('the Company') on the terms and conditions set forth below.

Your title and start date will be as indicated in **Annexure A**. You will be based in **Bangalore**, and shall be responsible for various activities assigned by the company from time to time. The Company may choose to change your location after giving you prior notice of such a change. You are required to work exclusively for the Company unless you obtain prior written permission from the Company with respect to outside employment, business activity with or without remuneration for such activity. Although your employment will be with the Company, you may be seconded from time to time to other group companies of REConnect Energy from time to time at the Company's discretion. During your employment, you may be required to work from any other office that the Company or REConnect (the Group) may establish in India. In such circumstances, REConnect shall provide you travel and other assistance as is customary business practice.

During your active employment with the Company you will be eligible for compensation as indicated in the **Annexure A**, subject to the following terms and conditions:

- The fixed pay and other terms are set out in **Annexure A** hereto. Your fixed pay less applicable deductions will be paid in accordance with the Company's normal payroll practice.

- Your fixed pay may change at the discretion of the Company, upon advance written notice to you. Please note that your fixed pay includes certain monthly allowances as set out in **Annexure A**. Certain of these allowances may qualify for tax benefits upon submission of appropriate receipts and other documents, in accordance with Company policy and applicable tax regulations. Failure to provide such receipts and other documents in a timely may result in deduction of tax from the amounts payable to you.
- All payments mentioned in **Annexure A** will be made less taxes and other applicable payroll deductions.

You will be on **probation for a period of TWO months** following the commencement of employment. Your confirmation at the end of the probation period is subject to successful completion of employee confirmation review. During the probation period, you or the Company may terminate the employment after giving a **TWO week notice**.

If you resign from your position in the Company, you are required to provide a written notice of resignation and serve a notice period of **TWO months**. Further, if the Company asks you to leave, it shall follow the process as regard to the notice period. The Company may elect, but shall not be obliged to, terminate your employment prior to the expiry of the notice period, and make a payment in lieu of notice. The above conditions will not apply if the employment is terminated due to the following clauses:

1. Material neglect or material failure to perform your job, duties and responsibilities
2. Your failure or refusal, after due notice, to comply with lawful policies and directives of the Company
3. Your material breach of any contract or agreement between you and the Company, or your material breach of any statutory duty, fiduciary duty or any other obligation that you owe to the Company

Your commission of an act of fraud, theft, embezzlement or any other criminal offence against the Company or your engaging in unprofessional, unethical or other intentional acts that materially discredit the Company or are materially detrimental to the character, standing or reputation of the Company or any of its past or present directors or employees

Your indictment, conviction or guilty plea with respect to any felony or crime of moral turpitude

The discovery that you provided any false or misleading information that played a part in the Company's recruitment decision with respect to you

You agree that during the term of your employment with the Company and within six months from the cessation thereof, regardless of the reason of cessation of the employment, you will not, directly or indirectly, on your behalf or in conjunction with any person or legal entity, solicit or induce any employee of the Company to cease their employment relationship with the Company.

You agree that during the term of your employment with the Company and within one year from the cessation thereof, regardless of the reason of cessation of the employment, you will not, directly or indirectly, on your behalf or in conjunction with any person or legal entity, solicit or induce any existing client or a potential client with whom the Company was in conversation at the time of such cessation or in the last six months prior to such cessation, to cease or alter their relationship with the Company.

You further agree that during the term of your employment with the Company, you shall comply with all the provisions of the applicable Human Resource Policy (HRP) of the Company as notified and issued by the Company from time to time. Any conflict between this offer letter and the HRP with respect to the terms of the employment, the provisions made under the HRP shall be binding and applicable.



RECONNECT
ENERGY

REConnect Energy Solutions Ltd.
(formerly known as REConnect Energy Solutions Pvt Ltd.)
CIN : U72100KA2010PLC156244

☎ : +91-8882-440-440
✉ : info@reconnectenergy.com
🌐 : www.reconnectenergy.com

In the course of your employment with the Company, you may become aware of information that is confidential in nature, and may harm the Company's business interest if shared. This includes details of clients, potential clients, pricing and business terms, business practices, current and future business plans, and other information which may be considered Confidential. You hereby confirm that you shall keep such information confidential and you will not disclose such information directly or indirectly to any person or legal entity, without the prior written consent of the Company. If you are required by any court or under a judicial process to disclose such information you shall immediately notify the Company of such a disclosure requirement. This clause shall apply during your employment with the Company and after its cessation.

During the course of your employment, as part of performing your duties, you may develop intellectual property in the form of work documents, models, calculations, software tools, algorithms, databases, or any other information or work product, whether patented, copyrighted, or not. You agree that this will be the property of the Company and you shall not share, disseminate or use for non-Company purposes such intellectual property without the prior written consent of the Company during your employment with the Company or after its cessation.

You are required to maintain confidentiality of compensation and benefits information, and you will not share this information with anyone except immediate family members and when required by law.

Please note that the employment is of no fixed term and that either you or the Company may terminate the employment relationship at any time and for any reason, subject to the notice period clause. Any payment that may be due to the Company by you upon the termination of your employment with the Company be reduced from any amount payable to you by the Company, at the Company's discretion.



GRIDConnect

📍 **Registered Office :**
No. 15, Krishik Sarvodaya Foundation,
Golf Avenue Road, Off Old Airport Road,
Kodihalli, Bangalore – 560008, Karnataka, INDIA

📍 **Other Locations :**
Gurgaon, Mumbai, Chennai, London

Janna
REGISTRAR
RESIDENCY UNIVERSITY
BANGALORE



REConnect Energy Solutions Ltd.
(formerly known as REConnect Energy Solutions Pvt Ltd.)
CIN : U72100KA2010PLC156244

☎ : +91-8882-440-440
✉ : info@reconnectenergy.com
🌐 : www.reconnectenergy.com

The terms and conditions of this contract of employment shall be governed and interpreted according to the laws of India. Any dispute, controversy or claim arising out of or in connection with this contract of employment shall be resolved by binding, final arbitration in Indore, pursuant to the Rules of Arbitration applicable in India. The language of arbitration shall be English.

We are enthusiastic and pleased that you are going to be a part of REConnect. We hope that your association with us is of mutual benefit, learning and growth. To accept this offer, please sign it on every page (including Annexure that is enclosed) and return it within five days from the date of the letter or upon the date of joining whichever is earlier.

We are looking forward to working with you.

Sincerely,

Bhavya Das

Senior Manager - HR

REConnect Energy

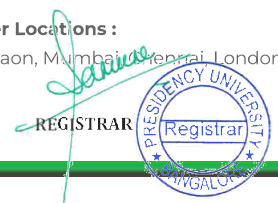
Date: March 01, 2022

End-of-Document



📍 **Registered Office :**
No. 15, Krishik Sarvodaya Foundation,
Golf Avenue Road, Off Old Airport Road,
Kodihalli, Bangalore – 560008, Karnataka, INDIA

📍 **Other Locations :**
Gurgaon, Mumbai, Chennai, London



Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, of which this annexure is an integral part. All payments are subject to applicable taxes.

Name: **Vishnu T S**
Title: Operations Executive
Job Group: 12
Date of Joining (Doj): **March 02, 2022**

Pay Details:

Base Salary (A)		
Basic Pay & Dearness Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Special Allowances	39,185	3,265
Statutory Bonus	7,000	583
Sub Total***	271,185	22,599
Other Salary Components (B)		
PF (Company Contribution)	21,600	1,800
Gratuity*	7,215	601
ESIC (Company Contribution) **	0	0
Sub Total	28,815	2,401
Total Cost to the Company (CTC) in RS. (A+B)	300,000	25,000

* - Payable Annually as per prevailing HR Policy.

***- This is subject to the following adjustments upon payment:

- PF (Employee Contribution), if applicable
- ESIC (Employee Contribution), if applicable
- Professional taxes, if applicable
- Tax Deduction at source, if applicable

The total annual Cost to the Company shall be Rs.3,00,000/- (Three lakhs only).

End-of-Annexure

February 17, 2022

S R GuruPrasad

Sub: Letter of appointment - Operations Executive

Dear **GuruPrasad**,

We are pleased to extend our offer to you to join **REConnect Energy Solutions Ltd.** ('the Company') on the terms and conditions set forth below.

Your title and start date will be as indicated in **Annexure A**. You will be based in **Bangalore**, and shall be responsible for various activities assigned by the company from time to time. The Company may choose to change your location after giving you prior notice of such a change. You are required to work exclusively for the Company unless you obtain prior written permission from the Company with respect to outside employment, business activity with or without remuneration for such activity. Although your employment will be with the Company, you may be seconded from time to time to other group companies of REConnect Energy from time to time at the Company's discretion. During your employment, you may be required to work from any other office that the Company or REConnect (the Group) may establish in India. In such circumstances, REConnect shall provide you travel and other assistance as is customary business practice.

During your active employment with the Company you will be eligible for compensation as indicated in the **Annexure A**, subject to the following terms and conditions:

- The fixed pay and other terms are set out in **Annexure A** hereto. Your fixed pay less applicable deductions will be paid in accordance with the Company's normal payroll practice.

- Your fixed pay may change at the discretion of the Company, upon advance written notice to you. Please note that your fixed pay includes certain monthly allowances as set out in **Annexure A**. Certain of these allowances may qualify for tax benefits upon submission of appropriate receipts and other documents, in accordance with Company policy and applicable tax regulations. Failure to provide such receipts and other documents in a timely may result in deduction of tax from the amounts payable to you.
- All payments mentioned in **Annexure A** will be made less taxes and other applicable payroll deductions.

You will be on **probation for a period of TWO months** following the commencement of employment. Your confirmation at the end of the probation period is subject to successful completion of employee confirmation review. During the probation period, you or the Company may terminate the employment after giving a **TWO week notice**.

If you resign from your position in the Company, you are required to provide a written notice of resignation and serve a notice period of **TWO months**. Further, if the Company asks you to leave, it shall follow the process as regard to the notice period. The Company may elect, but shall not be obliged to, terminate your employment prior to the expiry of the notice period, and make a payment in lieu of notice. The above conditions will not apply if the employment is terminated due to the following clauses:

1. Material neglect or material failure to perform your job, duties and responsibilities
2. Your failure or refusal, after due notice, to comply with lawful policies and directives of the Company
3. Your material breach of any contract or agreement between you and the Company, or your material breach of any statutory duty, fiduciary duty or any other obligation that you owe to the Company

Your commission of an act of fraud, theft, embezzlement or any other criminal offence against the Company or your engaging in unprofessional, unethical or other intentional acts that materially discredit the Company or are materially detrimental to the character, standing or reputation of the Company or any of its past or present directors or employees

Your indictment, conviction or guilty plea with respect to any felony or crime of moral turpitude

The discovery that you provided any false or misleading information that played a part in the Company's recruitment decision with respect to you

You agree that during the term of your employment with the Company and within six months from the cessation thereof, regardless of the reason of cessation of the employment, you will not, directly or indirectly, on your behalf or in conjunction with any person or legal entity, solicit or induce any employee of the Company to cease their employment relationship with the Company.

You agree that during the term of your employment with the Company and within one year from the cessation thereof, regardless of the reason of cessation of the employment, you will not, directly or indirectly, on your behalf or in conjunction with any person or legal entity, solicit or induce any existing client or a potential client with whom the Company was in conversation at the time of such cessation or in the last six months prior to such cessation, to cease or alter their relationship with the Company.

You further agree that during the term of your employment with the Company, you shall comply with all the provisions of the applicable Human Resource Policy (HRP) of the Company as notified and issued by the Company from time to time. Any conflict between this offer letter and the HRP with respect to the terms of the employment, the provisions made under the HRP shall be binding and applicable.



RECONNECT
ENERGY

REConnect Energy Solutions Ltd.
(formerly known as REConnect Energy Solutions Pvt Ltd.)
CIN : U72100KA2010PLC156244

: +91-8882-440-440
 : info@reconnectenergy.com
 : www.reconnectenergy.com

In the course of your employment with the Company, you may become aware of information that is confidential in nature, and may harm the Company's business interest if shared. This includes details of clients, potential clients, pricing and business terms, business practices, current and future business plans, and other information which may be considered Confidential. You hereby confirm that you shall keep such information confidential and you will not disclose such information directly or indirectly to any person or legal entity, without the prior written consent of the Company. If you are required by any court or under a judicial process to disclose such information you shall immediately notify the Company of such a disclosure requirement. This clause shall apply during your employment with the Company and after its cessation.

During the course of your employment, as part of performing your duties, you may develop intellectual property in the form of work documents, models, calculations, software tools, algorithms, databases, or any other information or work product, whether patented, copyrighted, or not. You agree that this will be the property of the Company and you shall not share, disseminate or use for non-Company purposes such intellectual property without the prior written consent of the Company during your employment with the Company or after its cessation.

You are required to maintain confidentiality of compensation and benefits information, and you will not share this information with anyone except immediate family members and when required by law.

Please note that the employment is of no fixed term and that either you or the Company may terminate the employment relationship at any time and for any reason, subject to the notice period clause. Any payment that may be due to the Company by you upon the termination of your employment with the Company be reduced from any amount payable to you by the Company, at the Company's discretion.



GRIDConnect

Registered Office :
No. 15, Krishik Sarvodaya Foundation,
Golf Avenue Road, Off Old Airport Road,
Kodihalli, Bangalore – 560008, Karnataka, INDIA

Other Locations :
Gurgaon, Mumbai, Chennai, London



REConnect Energy Solutions Ltd.
(formerly known as REConnect Energy Solutions Pvt Ltd.)
CIN : U72100KA2010PLC156244

☎ : +91-8882-440-440
✉ : info@reconnectenergy.com
🌐 : www.reconnectenergy.com

The terms and conditions of this contract of employment shall be governed and interpreted according to the laws of India. Any dispute, controversy or claim arising out of or in connection with this contract of employment shall be resolved by binding, final arbitration in Indore, pursuant to the Rules of Arbitration applicable in India. The language of arbitration shall be English.

We are enthusiastic and pleased that you are going to be a part of REConnect. We hope that your association with us is of mutual benefit, learning and growth. To accept this offer, please sign it on every page (including Annexure that is enclosed) and return it within five days from the date of the letter or upon the date of joining whichever is earlier.

We are looking forward to working with you.

Sincerely,

Bhavya Das

Senior Manager - HR

REConnect Energy

Date: February 17, 2022

End-of-Document



📍 **Registered Office :**
No. 15, Krishik Sarvodaya Foundation,
Golf Avenue Road, Off Old Airport Road,
Kodihalli, Bangalore – 560008, Karnataka, INDIA

📍 **Other Locations :**
Gurgaon, Mumbai, Chennai, London



Annexure A

The following compensation items are subject to the terms and conditions of your offer letter, of which this annexure is an integral part. All payments are subject to applicable taxes.

Name: **S R GuruPrasad**
Title: Operations Executive
Job Group: 12
Date of Joining (Doj): **February 21, 2022**

Pay Details:

Base Salary (A)		
Basic Pay & Dearness Allowance	150,000	12,500
House Rent Allowance	75,000	6,250
Special Allowances	39,185	3,265
Statutory Bonus	7,000	583
Sub Total***	271,185	22,599
Other Salary Components (B)		
PF (Company Contribution)	21,600	1,800
Gratuity*	7,215	601
ESIC (Company Contribution) **	0	0
Sub Total	28,815	2,401
Total Cost to the Company (CTC) in RS. (A+B)	300,000	25,000

* - Payable Annually as per prevailing HR Policy.

***- This is subject to the following adjustments upon payment:

- PF (Employee Contribution), if applicable
- ESIC (Employee Contribution), if applicable
- Professional taxes, if applicable
- Tax Deduction at source, if applicable

The total annual Cost to the Company shall be Rs.3,00,000/- (Three lakhs only).

End-of-Annexure

ELEKTROMAC

DATE: 26.05.2022

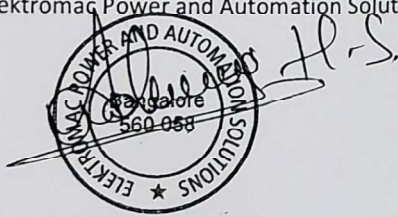
TO WHOME SO EVER IT MAY CONCERN

This to certify that **Ms. Deekshitha N (20181EEE0014)** a student of Btech in Electrical and Electronics Engineering VIII semester at **M/S Presidency University** Yelahanka Bengaluru has successfully completed 4 Months (from 24th Jan 2022 to 24th May 2022) internship program at M/S ELEKTROMAC POWER AND AUTOMATION SOLUTIONS, Bengaluru -560058

During the internship her demonstrated good design skills with self-motivated attitude to learn new things.

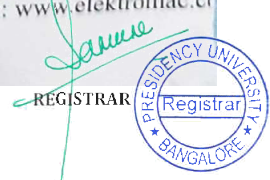
We wish her all the best for future endeavours.

For Elektromac Power and Automation Solutions



Elektromac Power and Automation Solutions

Site. No. 11, 8th Main, 5th Cross, SLV Industrial area, Peenya 2nd Stage, Bangalore - 560 058,
Ph: 080-28369595, E-mail: info@elektromac.com, marketing@elektromac.com, Website: www.elektromac.com



28th Jan 2022

Ref: iOPEX/RRF4876.CAN20020/10484

APPOINTMENT LETTER

SONU B M

#43 44 1st Cross 2nd main amarjyothi layout , ashwath nagar thanisandra
Bangalore,Karnataka,560077.

Dear SONU B M,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to appoint you as **Trainee - Engineer** with iOPEX Technologies Private Limited in **Grade E1**.

Your Total CTC Salary will be **300,000/- per annum [Rupees three lakh only]**. This has been detailed in the Compensation Details annexed (Annexure 1) to this letter. For the purpose of clarification, your compensation details and related figures is dependent on your business vertical and job band within the Company.

The Terms & Conditions of our Offer of Employment to you are as follows. You shall be governed by the Terms and conditions of Employment, as amended from time to time.

1. Date of Commencement of Employment:

Your scheduled date of joining or commencement of employment with the Company shall be on or before January 28, 2022. The appointment stands automatically terminated or withdrawn thereafter, unless the date is modified or extended and communicated to you in writing by the Company.

2. Location:

Your current location of employment shall be **Bangalore** , India. However, iOPEX reserves the right to transfer/utilize your services at any time to any of its unit(s)/ department(s) or office(s), work sites, or associated or affiliated companies in India, or outside India, on the terms and conditions as applicable to you at the time of transfer.

For the purpose of this agreement, "Affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Janna
REGISTRAR
PRESIDENCY UNIVERSITY
Bangalore
Registrar
BANGALORE

3. Health Insurance Plan - ESIC Scheme:

You will be eligible for coverage under ESIC Scheme. As per Section 56 (1) of ESI Act, 1948, you and members of your family whose condition requires medical treatment and attendance shall be entitled to receive medical benefit.

4. Group Life Insurance & Personnel Accident Coverage Scheme:

You will be covered under the Group Life Insurance Scheme, that provides you with a total life insurance cover of Rs. 2,00,000 of which Rs. 1,00,000 is covered towards natural death, and additional Rs. 1,00,000 towards an accidental death.

5. Probationary Period and Confirmation as a Permanent Employee:

You will be on probation for a period of six months from the date of joining the company and you will be appraised for satisfactory performance for which iOPEX would confirm you. This confirmation will be communicated to you in writing, and you will be deemed to continue on probation till such time. If your performance is found unsatisfactory, iOPEX may extend the probation period. If your performance is still found unsatisfactory, iOPEX shall be entitled to terminate your services forthwith.

6. Working Hours

All our operations function 24x7, 365 days in a calendar year. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. You may be required to work in shifts and/or in extended working hours, as permitted by law.

The company reserves the right to alter/modify its working hours.

In case you absent yourself from duty for 3 days or more or extend leave at your own and without consent of management beyond originally granted leave, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you, and not as a termination of the service by the company. In such case the Company will initiate necessary action as per its policy, in that regard.

7. Leave

iOPEX provides for Earned (Privilege) Leave and Casual leave and as per the policies of the company. Leaves will be credited on the 1st of the subsequent month.

8. Increments & Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis and will be based on iOPEX's Compensation & Promotion Policy.



9. Notice Period

During probation, your services can be terminated with **60 days** notice or salary in lieu thereof on either side. On confirmation or as a regular employee, your services can be terminated with **90 days** notice or salary in lieu thereof on either side. iOPEX reserves the right, if it is in the interest of business and current assignment, to ask you to serve your notice period. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked.

The company reserves the right to terminate your services, for any act of misconduct, poor performance and high level of incompetency. This will be applicable during or after your training period. You will be subject to disciplinary action leading to termination, without notice or compensation.

If you are getting 'transferred' or 'promoted to 'senior roles', the terms of notice will vary. It is mandated to reach out to the Human Resources team to understand the obligation and tenure of notice.

10. Background Verification

Your employment will be subject to clearance of a Background Verification/ Reference Check/ Criminal Check/ any other test specified by the client and genuineness of documents or information provided by you, which is including and not limited to your education (10th standard to post graduation, or as applicable), your prior employment and residence address. The background check is in line with iOPEX's background Verification policy. You are being appointed on the presumption that you have no criminal background as per the law of the land and the particulars furnished by you in your application/resume and joining documents are correct and complete.

The Company may by itself or through a specially appointed agency will conduct internal and external background Verification. By acceptance of this Offer you are deemed to have consented to such verification and shall co-operate with the same in all aspects. Normally, such checks are completed within one month of joining. If the background check/ referrals reveals unfavourable results and are not true and complete, you are liable to disciplinary action including termination of service without notice.

You will be required to sign a standard Proprietary Information and Inventions Agreement on joining. Your employment with us will be governed by the terms and conditions of the organization.


REGISTRAR


This offer of employment and its annexures constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

This Terms of the Letter shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Chennai, India.

We request you to read the Terms and Conditions specified herein and confirm to us your acceptance by signing and returning a copy of this Letter. In the event you, (i) fail to join the Company on the date hereinabove specified or any other date agreed by the Company or (ii) fail to clear your BGV or are found medically unfit, the Offer and appointment shall automatically stand terminated with immediate effect.

You are requested to submit self-attested copies of the documents specified under Annexure D at the time of joining.

We welcome you to the iOPEX family and wish you a rewarding career over the years to come.

Yours sincerely,



Sumitra CV
Director - HRA

Encl: Annexure A - Compensation Details
Annexure B - Terms & Conditions
Annexure C - Documents to be submitted at the time of joining



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Annexure A: Compensation Details (Salary & applicable benefits)

Name:

a) Remuneration

Division & Sub Division : ETAS			
Designation: Trainee - Engineer			Grade: E1
	Salary Heads	Per Month	Per Annum
Fixed Pay			
	Basic	8,750	105,000
	HRA	3,500	42,000
	Statutory Bonus	1,400	16,800
	Special Allowances	1,611	19,332
	Total Fixed Pay	15,261	183132
Variable Pay			
	Night Shift Allowance	5,500	66000
	Attendance Bonus	2,500	30,000
	Total Variable Pay	8,000	96,000
Employer Contributions			
	Provident Fund	1,243	14,916
	ESI(Employer's contribution)	496	5,952
	Sub-Total	1,739	20,868
	TOTAL CTC	25,000	300,000
	Net Pay	21,904	262,843

b) Retirals

- You will participate in the company Provident Fund Scheme as applicable to your category of employees.
- You will be entitled to gratuity as per the provisions of the Gratuity Act 1972.

Sanna
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

c) Variable Components

Night Shift Allowance: This allowance is offered to you for work rendered during the night shift. You are eligible only if your shift begins or ends between 10 p.m. to 6 a.m. of the next day. Night shift is earned at actuals for days worked on the night shift

Attendance Bonus: Attendance Bonus will follow the Attendance Bonus Policy that will be shared to you. On achievement of the said targets the employee is eligible to earn a max of 30,000/- per annum.

d) Applicable tax would be borne by the employee.

Note -

- i. It is expected that individual compensation package would not be shared with other employees.
- ii. The above compensation structure is subject to change without affecting emoluments adversely.



Sanna
REGISTRAR



REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

Terms and Conditions of Employment

1. You shall not divulge, communicate or pass on any information, know-how, knowledge, data, methods, plans etc., of the company, directly or indirectly which you may come to possess as a result of your employment with the company to any outsider or anyone not employed by the company. This Agreement shall be effective as of the first day of your employment with the Company, and in the instance of your separation from the company, it will remain in effect for five years from your last working date.
2. During your employment with the company, you shall not carry on any employment elsewhere, business, profession or calling of your own, either part time or otherwise. You will also not engage in any commercial activity.
3. You shall not accept any offer of appointment / engagement / work assignment from any of the existing or past clients of iOPEX, either during the course of your employment with us or up to a period of two (02) years from the date of your separation from iOPEX, without the prior written permission of iOPEX
4. You will be required to declare any direct relatives who may be working with iOPEX or any of its subsidiary, group, and affiliate companies, direct or indirect competitors. If any of your direct relatives are offered by iOPEX, or any of its subsidiary, group, affiliate companies, you would be required to voluntarily declare the same as and when an offer of employment is made to them. Direct relatives include spouse, brother, sister and children.
5. You shall not download any unauthorized information, documents, graphics, etc, that you may gain access to, during the course of your work. You will be held solely liable for such acts and the Company shall stand absolved of the same.
6. You shall not use your e-mail IDs / addresses / contact numbers to correspond with the existing / past / pipeline clients of iOPEX, either to solicit business for personal gain or as an agent of any other company/ firm / organization, during the Term of your employment and for a period of two (02) years from the date of your relieving
7. You shall not communicate, in any manner, any information regarding your remuneration / terms of employment to any other employee of the company except your immediate superior and/or concerned person(s) of the HR department.
8. You shall be governed by the policies and procedures of the company, service rules and regulations being in force, or introduced/ amended later. All policy documents are available in our portal myportal.iope.com. In this regard, an undertaking confirming that you have read and understood the policies will be taken, at the time of joining.
9. Your offer is subject to you being medically fit at the time of joining the Company or at the request by the client/ management. Upon request, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining/upon request. If you are found medically unfit to carry on the duties of your current role, this offer will stand withdrawn. The decision of the company will be final.


REGISTRAR


10. You shall communicate any change with regard to your expected date of joining. The HR team will give you a letter confirming the change of date.

11. You shall declare to the Human Resources team if you are a foreign national or a non-resident Indian. You will be obligated to conform to all the statutory laws that govern a foreign national or a non-resident Indian

12. COVENANT NOT TO COMPETE. You agree that during the Term of employment and for a period of two (02) years immediately following the termination or end of employment with the company, shall not engage in any business activity which is competitive to the Company nor work for or accept offer with any company or their affiliates or subsidiaries, which directly or indirectly competes with the services of the Company or its group companies. You shall not, directly or indirectly, either for Your own benefit or for the benefit of a third party, disclose to any person, firm or corporation or any other third party, the name, address, contact details or any other information pertaining to the Company or clients of the Company and all other information that form a part of the Confidentiality Agreement agreed and acknowledged between You and the Company and shall not, directly or indirectly, on Your own or on behalf of any other person or business enterprise, or any third party, engage in any business activity which competes with the Company or its group companies..

13. NON-SOLICITATION/NO POACHING. You shall not, during the Term of employment and for a period of two (02) years immediately following the termination or end of the employment either directly or through any other third party, either as a full-time employee or in contract, solicit, induce, encourage, poach or participate in soliciting, inducing, or encouraging any employee, independent contractor or consultant of the Company, to terminate his or her or its relationship with the Company or to work or get employed with, in any capacity for any person or corporate or any third party. You agree not to solicit or hire or poach any employee or independent contractor of the Company on behalf of any other business enterprise for your benefit or for benefit of the business enterprise, nor shall You induce any employee or independent contractor or consultants associated with the Company to terminate or breach an employment, contractual or other relationship with the Company or its group companies during the above-mentioned time period.

14. NON-SOLICITATION OF CUSTOMERS. You shall not, during the Term of employment and for a period of two (02) years immediately following the termination or end of employment, either directly or indirectly or through any other third party, call on, solicit, take away, or join or get employed with or attempt to call on, solicit, or take away or join or get employed with any of existing or past customers of the Company or Customers in pipeline or end clients of the customers of the Company or direct or indirect competitors of the Company or their affiliates or subsidiaries, including but not limited to, whom You are acquainted with during the term of Your employment, as the direct or indirect result of Your employment with the Company. Neither shall You, either directly or through any other third party, disclose to any person, firm, or corporation the names or addresses of any of the customers or end clients of the customers of the Company or any other confidential information of the Company or its group companies.

Sanna
REGISTRAR
PRESIDENCY UNIVERSITY
Registrar
BANGALORE

15. LEGAL REMEDY: In the event You violate the obligations under this Agreement; You agree that the Company shall be entitled to initiate legal proceedings against You and claim damages for the loss incurred by the Company, including but not limited to, cost of litigation, attorney fee and other related expenses and cost. Therefore, if You breach any of the provisions of this Agreement, the Company shall be entitled to any and all remedies available to the Company, at law or at equity, to enforce such provisions.

Our offer to you as a **Trainee - Engineer** is conditional upon your having fully completed your graduation, without any active backlog papers and with a pass percentage of 60%. These eligibility criteria for the Role has already been clearly communicated to you. You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion

On joining you will be imparted with necessary training. You are expected to meet with all the requirements in the training. In the event, you are unable to meet with the expectations, we would be constrained to terminate your services. During the training period working schedule shall be of any six days a week.

The Company has policies that are linked to performance management, career growth and annual compensation review of an employee and these policies shall be applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your category of employees.

Furthermore, the Company has various human resources and administration policies and procedures. The Company reserves the right to vary these policies at any time in its absolute discretion. While these policies do not form part of your contract of employment, you are required to abide by all applicable policies.

In case of defiance of the terms and conditions set herein, the Company shall have all rights to take appropriate disciplinary action against you, in its sole discretion.

I hereby acknowledge and agree to abide by all internal policies of the Company.

Signature


REGISTRAR


Its mandate to submit the below mentioned documents at the time of your joining

1. Three passport size photographs and two stamp size photographs
2. Educational Certificates (photo copy for submission)
 - a) 10th Mark Sheet
 - b) 12th Mark Sheet
 - c) UG provisional Certificate - degree certificate or mark sheets, provisional valid only till 6months
 - d) PG provisional Certificate - degree certificate or mark sheets, provisional valid only till 6months
3. Last three month's pay slip
4. Relieving letter/Service certificate from the last three employer's as per applicability.
5. Identity Proof:(Kindly provide all the below mentioned documents)
 - Valid Indian Passport (Kindly sign the affidavit, if you do not have a passport).
 - Aadhar Card
 - Voters Identity Card
 - Driving License
 - Bank Pass Book with attested customer photograph
6. Address Proof(Kindly provide all the below mentioned documents)
 - Valid Indian Passport
 - Aadhar Card
 - Voters Identity Card
 - Telephone bill
 - Ration card
 - Electricity bill
7. PF Account No with the last employer as per applicability
8. If Applicable Under ESI: One Post Card Size photo with nominee.
9. PAN Card (Mandatory), if not submitted within 30 days this will be treated as a disciplinary issue.

Note: "Kindly bring the Original certificates for validation at the time of joining"



February 17, 2022

ShivaChandan D L

Sub: Letter of appointment - Operations Executive

Dear **ShivaChandan,**

We are pleased to extend our offer to you to join **REConnect Energy Solutions Ltd.** ('the Company') on the terms and conditions set forth below.

Your title and start date will be as indicated in **Annexure A**. You will be based in **Bangalore**, and shall be responsible for various activities assigned by the company from time to time. The Company may choose to change your location after giving you prior notice of such a change. You are required to work exclusively for the Company unless you obtain prior written permission from the Company with respect to outside employment, business activity with or without remuneration for such activity. Although your employment will be with the Company, you may be seconded from time to time to other group companies of REConnect Energy from time to time at the Company's discretion. During your employment, you may be required to work from any other office that the Company or REConnect (the Group) may establish in India. In such circumstances, REConnect shall provide you travel and other assistance as is customary business practice.

During your active employment with the Company you will be eligible for compensation as indicated in the **Annexure A**, subject to the following terms and conditions:

- The fixed pay and other terms are set out in **Annexure A** hereto. Your fixed pay less applicable deductions will be paid in accordance with the Company's normal payroll practice.

- Your fixed pay may change at the discretion of the Company, upon advance written notice to you. Please note that your fixed pay includes certain monthly allowances as set out in **Annexure A**. Certain of these allowances may qualify for tax benefits upon submission of appropriate receipts and other documents, in accordance with Company policy and applicable tax regulations. Failure to provide such receipts and other documents in a timely may result in deduction of tax from the amounts payable to you.
- All payments mentioned in **Annexure A** will be made less taxes and other applicable payroll deductions.

You will be on **probation for a period of TWO months** following the commencement of employment. Your confirmation at the end of the probation period is subject to successful completion of employee confirmation review. During the probation period, you or the Company may terminate the employment after giving a **TWO week notice**.

If you resign from your position in the Company, you are required to provide a written notice of resignation and serve a notice period of **TWO months**. Further, if the Company asks you to leave, it shall follow the process as regard to the notice period. The Company may elect, but shall not be obliged to, terminate your employment prior to the expiry of the notice period, and make a payment in lieu of notice. The above conditions will not apply if the employment is terminated due to the following clauses:

1. Material neglect or material failure to perform your job, duties and responsibilities
2. Your failure or refusal, after due notice, to comply with lawful policies and directives of the Company
3. Your material breach of any contract or agreement between you and the Company, or your material breach of any statutory duty, fiduciary duty or any other obligation that you owe to the Company

Your commission of an act of fraud, theft, embezzlement or any other criminal offence against the Company or your engaging in unprofessional, unethical or other intentional acts that materially discredit the Company or are materially detrimental to the character, standing or reputation of the Company or any of its past or present directors or employees

Your indictment, conviction or guilty plea with respect to any felony or crime of moral turpitude

The discovery that you provided any false or misleading information that played a part in the Company's recruitment decision with respect to you

You agree that during the term of your employment with the Company and within six months from the cessation thereof, regardless of the reason of cessation of the employment, you will not, directly or indirectly, on your behalf or in conjunction with any person or legal entity, solicit or induce any employee of the Company to cease their employment relationship with the Company.

You agree that during the term of your employment with the Company and within one year from the cessation thereof, regardless of the reason of cessation of the employment, you will not, directly or indirectly, on your behalf or in conjunction with any person or legal entity, solicit or induce any existing client or a potential client with whom the Company was in conversation at the time of such cessation or in the last six months prior to such cessation, to cease or alter their relationship with the Company.

You further agree that during the term of your employment with the Company, you shall comply with all the provisions of the applicable Human Resource Policy (HRP) of the Company as notified and issued by the Company from time to time. Any conflict between this offer letter and the HRP with respect to the terms of the employment, the provisions made under the HRP shall be binding and applicable.



RECONNECT
ENERGY

REConnect Energy Solutions Ltd.
(formerly known as REConnect Energy Solutions Pvt Ltd.)
CIN : U72100KA2010PLC156244

☎ : +91-8882-440-440
✉ : info@reconnectenergy.com
🌐 : www.reconnectenergy.com

In the course of your employment with the Company, you may become aware of information that is confidential in nature, and may harm the Company's business interest if shared. This includes details of clients, potential clients, pricing and business terms, business practices, current and future business plans, and other information which may be considered Confidential. You hereby confirm that you shall keep such information confidential and you will not disclose such information directly or indirectly to any person or legal entity, without the prior written consent of the Company. If you are required by any court or under a judicial process to disclose such information you shall immediately notify the Company of such a disclosure requirement. This clause shall apply during your employment with the Company and after its cessation.

During the course of your employment, as part of performing your duties, you may develop intellectual property in the form of work documents, models, calculations, software tools, algorithms, databases, or any other information or work product, whether patented, copyrighted, or not. You agree that this will be the property of the Company and you shall not share, disseminate or use for non-Company purposes such intellectual property without the prior written consent of the Company during your employment with the Company or after its cessation.

You are required to maintain confidentiality of compensation and benefits information, and you will not share this information with anyone except immediate family members and when required by law.

Please note that the employment is of no fixed term and that either you or the Company may terminate the employment relationship at any time and for any reason, subject to the notice period clause. Any payment that may be due to the Company by you upon the termination of your employment with the Company be reduced from any amount payable to you by the Company, at the Company's discretion.



GRIDConnect

📍 **Registered Office :**
No. 15, Krishik Sarvodaya Foundation,
Golf Avenue Road, Off Old Airport Road,
Kodihalli, Bangalore – 560008, Karnataka, INDIA

📍 **Other Locations :**
Gurgaon, Mumbai, Chennai, London

Janus
REGISTRAR
RESIDENCY UNIVERSITY
BANGALORE



REConnect Energy Solutions Ltd.
(formerly known as REConnect Energy Solutions Pvt Ltd.)
CIN : U72100KA2010PLC156244

☎ : +91-8882-440-440
✉ : info@reconnectenergy.com
🌐 : www.reconnectenergy.com

The terms and conditions of this contract of employment shall be governed and interpreted according to the laws of India. Any dispute, controversy or claim arising out of or in connection with this contract of employment shall be resolved by binding, final arbitration in Indore, pursuant to the Rules of Arbitration applicable in India. The language of arbitration shall be English.

We are enthusiastic and pleased that you are going to be a part of REConnect. We hope that your association with us is of mutual benefit, learning and growth. To accept this offer, please sign it on every page (including Annexure that is enclosed) and return it within five days from the date of the letter or upon the date of joining whichever is earlier.

We are looking forward to working with you.

Sincerely,

Bhavya Das

Senior Manager - HR

REConnect Energy

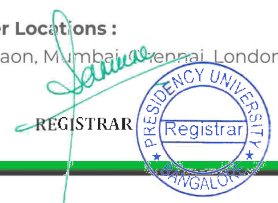
Date: February 17, 2022

End-of-Document



📍 **Registered Office :**
No. 15, Krishik Sarvodaya Foundation,
Golf Avenue Road, Off Old Airport Road,
Kodihalli, Bangalore – 560008, Karnataka, INDIA

📍 **Other Locations :**
Gurgaon, Mumbai, Chennai, London





UNIVISION
Technology Consulting Pvt. Ltd.
Pragmatic | Professional | Progressive

080 4890 9199

contact@univisiontechnocon.com

GSTIN: 29A4BCU7842E125

CIN: U72100KA2015PTC078659

EMPLOYMENT CONTRACT

Private and Confidential

Date: 18th March 2022

Dear **Shree Lakshmi**,

We are pleased to inform you that we are engaging your services as **Post Silicon Validation Engineer** effective from **21st March 2022**. The following are the conditions of your employment with this Company:

1. You shall be entering in to the contract for a period of **Two (2) years** commencing from **21st March 2022 as your first day of work with the Company**. During your employment, you will be on probation for the period of **Four (4) months** in order to develop the skill sets required to work on the in-house projects, Client projects or any other requirement so stated by the organization time and again.

Post your probation, Company reserves the rights to deploy to any of the Internal or onsite and offshore projects based on the requirement at that point in time. You agree to be assigned to any work or work station or branch of the Company for such periods as may be determined by the Company and whenever the service requires such assignments.

During your probation period you will be paid Emolument of Rs. **15,000 (Fifteen thousand only)** per month. If any time, during the Probation the employee does not show the expected performance or remains absent without prior permission or misbehaves, his/her service can be terminated by giving One Day's Notice or by making payment of one day in lieu of notice

If the performance is not found satisfactory after completing the Probation of **4 Months**, either his/her probation period can be extended by another 15 days or service can be terminated by giving One Day's Notice based on the management discretion. During such an extension he/she would be paid Emolument of Rs. 15,000 (Fifteen thousand only) on a prorate basis.

2. You shall be signing a Service Bond of Two (2) years with the company in view of the cost incurred by the Company in respect of process of selection, training, deployment etc.

Employee Name and Signature

Date:

UNIVISION TECHNOLOGY CONSULTING PVT. LTD.

#473, Swathi Towers, 3rd Floor, RBI Layout, JP Nagar 7th Phase, Bangalore - 560078

www.univisiontechnocon.com

Sanu
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



UNIVISION
Technology Consulting Pvt. Ltd.
Pragmatic | Professional | Progressive

080 4890 9199

contact@univisiontechnocon.com

GSTIN: 29A4BCU7842E1Z5

CIN: U72100KA2015PTC078659

3. The Company shall pay following Fixed salary slabs during his/her employment of the Contract Period

-

- a) **Probation period of First 4 months - Rs. 15,000 (Fifteen Thousand only)**
- b) **5th Month onwards - Rs. 3,00,000 CTC (Three lakhs only) based on the performance**

From then on there will be annual increment of 15-20% based on the Performance as decided by the management.

The above amount includes all the statutory deductions as per the Companies Act. If the employee completes 2 (two) years period successfully as decided by the company, then he will be absorbed in a suitable grade as per Organization's rule.

4. That during the period of his/her employment, the Employee shall be bound to observe and abide by all terms and conditions and stipulations hereinafter contained as also by such other rules and regulations as may be framed by the Company from time to time to be observed by or to be applicable to the Employees of his class.

5. That in the event of the Employee leaving the services of the Company before the Expiry of the period of the Contract, as also in the event of the Employee making it obligatory or necessary or expedient on the part of the Company to terminate his services for any reason of whatsoever nature and for things mentioned in paragraph 4 above, the employee shall be liable to pay **Rs. 4,00,000 (Four Lakh only)** to the Parent Company as sum equivalent to process of selection, training, deployment Expenses incurred by the company. Employee agrees to pay the same without any proof of actual damages suffered by the Company to which his services may have been transferred, being required to be produced and such payments shall always be independent of and not in lieu of any other compensation or damages that the Employees may have rendered herself liable to pay to Company or any of the Companies or concerns as above said, by reason of his having committed breach of any of the conditions herein before contained by reason of his having caused any damages or injury to the Camping or concern to which his services might have been transferred, by his conduct or omissions while in employment, the Employee, further agrees that, the Company shall have lien on all amounts due to the Employees from the Company in respect of the damages aforesaid and the Company shall be entitled to exercise the same and to set the said amounts off against such damages without reference to the Employee.

Employee Name & Signature

Date:

UNIVISION TECHNOLOGY CONSULTING PVT. LTD.

#473, Swathi Towers, 3rd Floor, RBI Layout, JP Nagar 7th Phase, Bangalore - 560078

www.univisiontechnocon.com

Janme
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



UNIVISION
Technology Consulting Pvt. Ltd.
Pragmatic | Professional | Progressive

080 4890 9199

contact@univisiontechnocon.com

GSTIN: 29A4BCU7842E1Z5

CIN: U72100KA2015PTC078659

6. That it shall be competent to the Company to transfer the services of the Employee to any other Company or Firm or concern to which the Management of this Company deem it necessary or fit to transfer and in the event of such other Company or Firm or Concern and shall be entitled to the continuity of the services under these presents and shall be entitled to all the amenities or benefits which may be in force in such Company, Company or concern to which his services may be transferred.

7. You are required to comply with the all-existing rules, regulations and policies of the Company as well as those which may hereafter be issued, including but not limited to those governing order and discipline, honesty, safety and security, work assignments and standard operating procedures, use of Company properties and access to matters of confidentiality, and such other rules deemed necessary in the conduct of our business;

8. You agree that all record and documents of the Company and all information pertaining to its business and/or its affairs and that of its customers are absolutely confidential and unauthorized disclosure or reproduction of the same will not be made by you at any time during or after your employment. You agree that any breach of confidentiality will constitute sufficient ground for immediate termination of your employment for cause and/or civil and criminal liability.

9. In case you intend to resign from the Company and breach the bond by paying the said amount mentioned paragraph 5, you are required to notify the Company at least **Three (3) months** prior Notice to the effectivity of your resignation, otherwise, failure on your part to do so will render you liable for damages. However, it is within the sole discretion of the Company whether or not to accept such resignation earlier than the expiration of said period.

10. You will be eligible for Leave and Holidays as per the policy guidelines of the company, which may be liable to change from time to time.

Employee Name & Signature

Date:

UNIVISION TECHNOLOGY CONSULTING PVT. LTD.

#473, Swathi Towers, 3rd Floor, RBI Layout, JP Nagar 7th Phase, Bangalore - 560078

www.univisiontechnocon.com

Janme
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



UNIVISION
Technology Consulting Pvt. Ltd.
Pragmatic | Professional | Progressive

☎ 080 4890 9199

✉ contact@univisiontechnocon.com


📄 GSTIN: 29A4BCU7842E1Z5

📄 CIN: U72100KA2015PTC078659

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations Internal, onsite and offshore projects. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Sincerely,


Digitally signed by
BANGALORE GOPALA
KRISHNA SRIKANTH
Date: 2022.03.18
15:37:51 +05'30'

Director
Univision Technology Consulting Pvt. Ltd.

Declaration:

I HEREBY CERTIFY that I have read and have fully understood the foregoing terms and conditions of my employment with the Company and that I accept the same completely.

With the signature below, I accept this offer for employment.

Employee Name and Signature

Date

UNIVISION TECHNOLOGY CONSULTING PVT. LTD.

📍 #473, Swathi Towers, 3rd Floor, RBI Layout, JP Nagar 7th Phase, Bangalore - 560078

🌐 www.univisiontechnocon.com


REGISTRAR


Offer / Appointment Letter

Dear R Tejaswini,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an **employment** offer with **SkillVertex Edutech** for the position of **Business Development Associate** in our organization. This offer takes effect from your date of joining which shall be on **17th February 2022**.

1.Compensation

We confirm offering annual compensation of **INR 7,00,000 (Seven Lakh only)** comprising of fixed component of **INR 4,00,000 (Four Lakhs only)**, variable component of **INR 3,00,000 (Three Lakhs only)**.

2.Probation Period

You will be on probation for 100 Days during which your performance will be reviewed, however you are expected to clear the On the Job Training (OJT) in 10 days (UNPAID). Your employment is terminable by giving (48 Hours) notice during the probation period & (30 days) post confirmation. Either party is not bound to give any reason thereof. During the probation period you are eligible for a remuneration of **INR 25,000 (INR 15,000 fixed + INR 10,000 incentives)**.

a.) Commencement/Validity of Employment

Your employment will be effective, as of **17th February 2022**. This offer of appointment is valid until **10th February 2022** for acceptance. If we do not hear from you by **10th February 2022** i.e. the date on which validity of the offer expires, this offer of appointment shall be treated as withdrawn.

b.) Immediate Posting and Future Transfer

You will report to the designated **manager**, based out of the Bengaluru office location. It may, however, be noted that you may be posted at/ transferred to any other establishment of the company, at the sole discretion of the management. Such an establishment may be outside the city or state of your immediate or



subsequent posting/s and could be at any office, existing or new. Save as may be provided for, you shall not be entitled to any monetary benefit or compensation solely by virtue of such transfer.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto. Your salary will be paid monthly as direct deposit to your Bank account (in arrears with next month's salary, if you are joining post 20th of a month). The structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Organization.

4. Notice for Resignation / Termination of Employment

4.1. During the probation period your services can be terminated with 48 Hours' notice on either side or payment in lieu thereof and without any reasons whatsoever. If your services are found satisfactory during the probation period, you will be confirmed in the present position and thereafter your services can be terminated on 30 Days' notice on either side or Basic salary as payment in lieu thereof.

4.2. For any act/acts of misconduct or acts of omission or commission or negligence, during the probation period or after confirmation, your services are liable to be terminated immediately. **The Company may at its sole discretion hold domestic inquiry to inquire into the act/acts of misconduct or acts of omission or commission or negligence alleged against you.** You could be liable for suspension pending inquiry or final orders. You will, however, be entitled to salary for the period of suspension if the charges are not proved against you.

4.3. On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

4.4. In the unlikely event of cessation of employment due to any reason whatsoever within twelve months from the date of joining, the notice pay buyout assistance if any provided by the company at the time of joining along with the applicable tax, would be recovered from the employee at the time of full and final settlement.

Sanne
REGISTRAR


4.5. If the Company bears any relocation expense at the time of your appointment and/ or transfer and you leave the Company within 12 (Twelve) months of such relocation; the Company shall be entitled to retain the relocation charges from your full and final settlement.

5. Timings

You will observe the timings prevalent in the establishment or establishments where your services are made use of. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. You are expected to work not less than 48 hours each week and daily basis the goals completion for the day.

6. Background Verification Check

Your probationary appointment, confirmation as well as continued employment in the services of the company are subject to clearance of background verification check done by the company.

7. Retirement

You will retire from the services of the company on attaining the age of 58 years

8. Discipline

It is an express condition of services that you shall wholly devote your time to the company's business. Attending to or pursuing in any other way, during the office hours, any personal or private business unconnected with your employment in this company or engaging in any part time business, allied, connected or incidental to the company's business is strictly forbidden.

8.1 Occupation in any part time service of a remunerative character requires the prior consent of the management. Pursuit of any vocation of this nature detrimental to the efficient discharge of your duties shall be considered inconsistent with the terms of your tenure in this company.

8.2 All formal academic pursuits like attendance at colleges, courses, etc. shall require the prior consent of the Management. The Management will treat any

breach of this condition as misconduct liable to disciplinary action which may include dismissal.

8.3 You shall be governed by and shall be subject to the code of conduct and such other rules, regulations and guidelines applicable to your category of employees and as prevailing at the time of your joining or as subsequently modified or amended or replaced and in force from time to time.

8.4 You will not borrow or accept any money, gifts, reward or compensation for your personal gains from or otherwise place yourself under monetary obligation to any person/client with whom you may be having official dealings.

9. Company Property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

10. Code of Conduct and Ethics

You are to adhere strictly to the following Company Code of Conduct & Ethics:

10.1 Investments - Employees are prohibited from investing in any of the Company's clients, suppliers or competitors unless the securities are publicly traded and the investments are available on the same terms as available to the general public. This prohibition applies to all forms of investments and to all employees, directors, officers and agents of the Company and their immediate families. In general, employees should not have any financial interest in a client, supplier or competitor that could cause divided loyalty or give the appearance of divided loyalty.

10.2 Engaging in private trade or alternate/ outside employment - All fulltime employees, shall not engage directly or indirectly in any trade/business or undertake any other employment or consultancy or undertake such trade/business/consultancy on behalf of anyone else, either with/without remuneration, during the course of

his/her employment with the Company, except with the written permission of the management. Also, such private trade and/or alternative employment should not adversely affect performance and conflict with the business interest of the Company (this would include working for a competitor). In cases of conflict with any outside employment activity, the employee's obligations to the Company must be given priority. In general, private trade and/or alternative employment is not allowed when:

It prevents an employee from fully performing work for which he/ she is employed with the Company.

It prevents an employee for engaging in overtime assignments (if applicable).

It involves companies that are doing or seeking to do business with the Company, including actual or potential vendors or customers.

It violates provisions of law or the Company's policies and procedures

10.3 Ethical standards - The Management expects all employees to exercise the highest degree of professional business ethics in all actions they undertake on behalf of the Company. Employees should observe all laws and regulations governing business transactions and engage in fair competitive actions. Employees are prohibited from using, directly or indirectly, corporate funds and assets for any unlawful purpose or to accomplish any unlawful goal. The Company also prohibits the establishment or maintenance of undisclosed or unrecorded funds and assets. All reporting of information should be timely and accurate. Employees should not make any false or misleading entries in any book or record. Employees should use Company funds only for legitimate and ethical purposes.

10.4. You shall at all times conduct yourself soberly and temporally while on the work premises and show proper respect and civility to all concerned and shall use your best endeavour to promote the interests of the Company and to maintain and promote good reputation thereof.

10.5. You shall abide by the rules and regulations of the Company that are in force from time to time and during the period of your employment with the Company and these will be deemed to form an integral part of this Agreement. The Company shall have the right to add, amend and modify any or all of the above terms and conditions of service which shall be binding on you.

10.6. You shall not, during the continuance of your employment with the company, or at any time thereafter, disclose to any individual, firm, company, or body

corporate, or authority any information or knowledge with regard to the business, dealings, activities, trade secrets, transactions or affairs ("Proprietary and Confidential Information") of the Company or its associated or subsidiary companies, except as, may be required in connection with your employment hereunder or as may be consented to by the Company in writing. The term "Proprietary and Confidential Information" shall without limitation include any Know How, formulae, any technical, financial, statistical, marketing, designs, product information or any other data or information of the Company whether expressly designated as confidential or not.

10.7. You shall not, after the termination of your employment with the Company, use in any manner whatsoever on behalf of yourself or any other individual, firm, company or body corporate, your knowledge of or influence over or contact with any of the customers, suppliers or contractors of the Company, or its associated or subsidiary companies or utilize any information which may have been obtained by you during the course of your employment with the Company.

10.8. All works executed by you in the course of discharging your assigned duties and the intellectual properties subsisting therein, shall remain property of the Company and the same shall constitute "works made for hire".

11. Data Privacy

11.1. By signing this letter, you consent to the Company holding and processing information about you for legal, personnel, administrative and management purposes and in particular to the processing of any sensitive personal data or information as prescribed by the governing statute as applicable.

11.2. You acknowledge that any information that is freely available or accessible in public domain or furnished under the Right to Information Act, 2005 or any other law for the time being in force shall not be regarded as sensitive personal data or information for the purposes of those rules.

11.3. You consent to the transfer of such personal information to other offices the Company may have or to other third parties, whether or not outside the Union of India, for administration purposes and other purposes in connection with your appointment, where it is necessary or desirable for the Company to do so.

12. Indemnity

You agree to indemnify and hold the Company harmless from all losses, liabilities, claims and damages (including the lawyer's fee) which may arise as a result of any unauthorized act by you or any act caused by you being in contravention of your employment contract.

13. Severability, integration and No Modification Clause

13.1. Severability – In the event that any provision of your employment Agreement should be held to be void, voidable, and unlawful or for any reason unenforceable, the remaining portions of this Agreement shall remain in full force and effect.

13.2. No Modification – No modification, amendment, or waiver of any of the provisions contained in this Agreement, or any future representation, promise, or connection with the subject matter of this Agreement, shall be binding upon any party hereto unless made in writing and signed by such party or by a duly authorized officer agent of such party.

14. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

15. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

16. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of High Court, Mumbai only.

17. Rules & Regulations

You will abide by the rules and regulations of the Company as may be in force from time to time and if any violation made would be subjected to the Disciplinary action. If the above terms and conditions are acceptable to you, you may please endorse your acceptance in the format enclosed.

Sanne
REGISTRAR
 REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE



We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

A wonderful experience awaits you here, that's a promise!

Yours truly
For, Upskilling Edutech Pvt Ltd.

Dedicated Period of Service.

The company is committed to investing its resources in a training and development of its employees. As such, the company has a reasonable expectation that you will apply the knowledge and skills attained at Training on the job to maximize the positive impact of the learnt skills in your assigned key results. Considering the significant investment that the training represents, the company will deduct the training costs component from your final settlement to ensure that you will not defect to another employer before the cost of the training is amortized. The total cost of training each employee is determined to be Rs. 25000 (Rupees Twenty-Five Thousand only). By signing this Agreement, you agree to remain an employee of the company for a period of 1 (one) year ("Dedicated Period of Service").

During this 'Dedicated Period of Service' if you are terminated on grounds of misconduct, fraud or repeated poor performance or if you voluntarily leave the company, the company shall deduct costs incurred for your training not exceeding Rs. 25000 (Rupees Twenty-Five Thousand only). If you separate between 0-3 months - entire Training cost shall be retained, between 4-6 months - 50% of training cost shall be retained and 6-12 months 25% of training cost shall be retained.

Sanna
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

ACCEPTANCE LETTER

Acceptance of the candidate:

I have read and understood the above terms and conditions and I accept this offer, as set forth above with **SkillVertex Edutech**, and will report on or before 17/02/2022.

NAME: R. Tejaswini

DATE: 10-02-2022

(Candidate's Signature) Tejaswini R

With Regards,

VP – Human Resource

SkillVertex Edutech

Tejaswini
REGISTRAR


FIDROX

CODE OF BUSINESS CONDUCT - FIDROX TECHNOLOGIES

1. Introduction

This Code of Business Conduct (the "Code") covers a wide range of business practices and procedures. It does not cover every issue that may arise, but it sets out basic principles to guide all directors, officers, and employees of Fidrox Technologies Pvt Ltd, and its subsidiaries (collectively, "Fidrox"). All directors, officers, and employees of Fidrox must conduct themselves accordingly and seek to avoid even the appearance of improper behavior. The Code should also be provided to and followed by Fidrox agents and representatives, including consultants.

If you violate the standards in the Code, you may be subject to disciplinary action, up to and including termination of employment. **If you are in a situation that you believe may violate or lead to a violation of the Code, contact your manager.**

If a law conflicts with a policy in the Code, you must comply with the law. If you have any questions about these conflicts, you should ask your manager how to handle the situation. However, this Code supersedes all other codes of conduct, policies, procedures, instructions, practices, rules or written or verbal representations to the extent that they are inconsistent with the Code. We are committed to continuously reviewing and updating our policies and procedures. The Code, therefore, is subject to modification.

Nothing in this Code, in any Fidrox policies and procedures, or in other related communications (verbal or written) creates or implies an employment contract or term of employment.

2. Purpose

The Code seeks to deter wrongdoing and to promote:

- _Honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships.
- _Full, fair, accurate, timely and understandable disclosure in reports and documents that Fidrox files with, or submits to, the various regulators (the "REG") and in other public communications made by Fidrox.
- _Compliance with applicable governmental laws, rules, and regulations.
- _The prompt internal reporting to an appropriate person or persons identified in the Code of violations of the Code; and
- _Accountability for adherence to the Code.

3. Compliance with Applicable Laws, Rules and Regulations

Obeying the law is the foundation on which Fidrox' ethical standards are built. You must comply with applicable laws, rules and regulations. Although you are not expected to know the details of these laws, it is important to know enough to determine when to seek advice from managers or other appropriate personnel.

FIDROX Technologies

48/13, 3rd floor, 40th Cross, 3rd Main, 8th block, Jayanagar, Bangalore 560082

Ph: +91 80 26540004 Website: www.fidrox.com



FIDROX

4. Conflicts of Interest

A "conflict of interest" exists when a person's private interests interfere or conflict in any way with the interests of Fidrox. Examples of when a conflict of interest may arise include, but are not limited to:

- _When a director, officer or employee takes actions or has interests that may make it difficult to perform his or her work objectively and effectively.
- _When a director, officer or employee, or a member of his or her family, receives improper personal benefits as a result of his or her position with Fidrox.
- _Almost always, when an employee works simultaneously for a competitor or, except on our behalf, a customer or supplier. You are not allowed to work for a competitor in any capacity.
- _When a director, officer or employee serves as a director of any company that competes with Fidrox.
- _When a director, officer or employee invests in a customer, supplier, developer, or competitor of Fidrox. In deciding whether to make such an investment, you should consider the size and nature of the investment, your ability to influence decisions of Fidrox or of the other company, your access to confidential information of Fidrox or of the other company, and the nature of the relationship between Fidrox and the other company.
- _When a director, officer or employee conducts Fidrox business with a relative or significant other, or with a business with which a relative or significant other is associated in any significant role. Relatives include spouse, sister, brother, daughter, son, mother, father, grandparents, aunts, uncles, nieces, nephews, cousins, step relationships and in-laws. Significant others include persons living in a spousal or familial fashion (including same sex) with an employee.

Conflicts of interest are prohibited as a matter of Fidrox policy, except in the case of any director, executive officer or member of Fidrox' management committee, with the informed written consent of the Board of Directors of Fidrox (the "Board") or pursuant to guidelines approved by the Board, or in the case of any other employees, with the informed written consent of Fidrox' Chief Executive Officer or pursuant to guidelines approved by Fidrox' Chief Executive Officer. Conflicts of interest may not always be clear-cut, so if you have a question, you should consult with higher levels of management

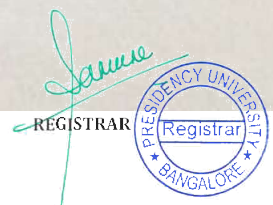
5. Public Disclosure of Information

You will not during your engagement or thereafter except in the proper course of your duties, disclose any information concerning any of the business or affairs of the company, its subsidiaries, or its associated companies or of any of its customers which may come to your Knowledge during the course of your engagement or otherwise howsoever and you will use your best endeavors to prevent any such disclosure. You will not during your engagement or thereafter except in the proper course of your duties, disclose any article or statement, deliver any lecture or broadcast or make any communication to the press, or any social media, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company. You will not during your engagement or thereafter except in the proper course of your duties, disclose any technical or other important information which might come to your possession during your service with the company.

FIDROX Technologies

48/13, 3rd floor, 40th Cross, 3rd Main, 8th block, Jayanagar, Bangalore 560082

Ph: +91 80 26540004 Website: www.fidrox.com



FIDROX

The federal securities laws require Fidrox to disclose certain information in various reports that the Company must file with or submit to the REG. In addition, from time to time, Fidrox makes other public communications, such as issuing press releases.

Fidrox expects all directors, officers and employees who are involved in the preparation of REG reports or other public documents to ensure that the information disclosed in those documents is full, fair, accurate, timely and understandable.

To the extent that you reasonably believe that questionable accounting or auditing conduct or practices have occurred or are occurring, you should report those concerns to Fidrox's in compliance with Company's policy.

6. Corporate Opportunities

During the engagement you shall devote the whole of your time attention and ability to the business and affairs of the company and will use your best endeavors to promote its interests. You shall not during your employment hereunder, be concerned or interested directly or indirectly in any way in any business competing with or similar to the business of the company and other employment or service whatsoever except that you may hold shares or securities in any company which is quoted on a recognized Stock Exchange.

You are prohibited from taking for yourself opportunities that are discovered using corporate property, information, or position without the informed prior consent of the Board. You may not use corporate property or information obtained through your position with Fidrox for improper personal gain, and you may not compete with Fidrox directly or indirectly. Furthermore, you owe a duty to Fidrox to advance its legitimate interests when such an opportunity arises.

7. Competition and Fair Dealing

Fidrox seeks to outperform its competition fairly and honestly. Stealing proprietary information, possessing trade secret information that was obtained without the owner's consent, or inducing such disclosures by past or present employees of other companies is prohibited. You should endeavor to respect the rights of and deal fairly with Fidrox' customers, suppliers, competitors and employees.

8. Gifts

The purpose of business entertainment and gifts in a commercial setting is to create good will and sound working relationships, not to gain unfair advantage with customers. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealt with the company and if you are offered any, you should immediately report the same to the Management.

No gift or entertainment should ever be offered, given, provided, or accepted by you unless it:

- is not a cash gift,
- is consistent with customary business practices,
- is not excessive in value,
- cannot be construed as a bribe or payoff, and

FIDROX Technologies

48/13, 3rd floor, 40th Cross, 3rd Main, 8th block, Jayanagar, Bangalore 560082

Ph: +91 80 26540004 Website: www.fidrox.com



FIDROX

- does not violate any laws or regulations.

Please discuss with your manager any gifts or proposed gifts that you are not certain are appropriate.

9. Discrimination and Harassment

The diversity of Fidrox' employees is a tremendous asset. Fidrox is firmly committed to providing equal opportunity in all aspects of employment and will not tolerate any illegal discrimination or harassment of any kind. Examples of such behavior include derogatory comments based on racial or ethnic characteristics and unwelcome sexual advances.

10. Health and Safety Fidrox strives to provide its employees with a safe and healthy work environment. You are responsible for helping to maintain a safe and healthy workplace for all employees by following safety and health rules and reporting accidents, injuries and unsafe equipment, practices, or conditions. Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs or alcohol. The abuse of alcohol or illegal drugs in the workplace will not be tolerated.

11. Record-Keeping

You will be required to maintain utmost secrecy in respect of project documents, commercial offers, design documents, project cost & estimation, technology, software packages license, companies' policies, company's patterns & trademark and company's human assets profile.

Fidrox requires honest and accurate recording and reporting of information in order to make responsible business decisions and to comply with the law. For example, employees who must report their hours worked should only report the true and actual number of hours worked (whether for purposes of individual pay or for purposes of reporting such information to customers). Fidrox also requires each director and employee to disclose any transaction or arrangement among such individual or any family member or affiliated entity of such individual, on the one hand, and any other director, employee or any family member or affiliated entity of such other individual, on the other hand, that in any way relates to or arises out of such individual's professional relationship with Fidrox.

Many employees regularly use business expense accounts, which must be documented and recorded accurately in accordance with the Company's policies. If you are not sure whether you may seek reimbursement for a certain expense, ask your manager or the Chief Financial Officer.

All of Fidrox' books, records, accounts and financial statements must be maintained in reasonable detail, must appropriately reflect Fidrox' transactions and must conform both to applicable legal requirements and to Fidrox' system of internal controls. Unrecorded or "off the books" funds or assets should not be maintained unless permitted by applicable law or regulation.

Business records and communications often become public, and you should avoid exaggeration, derogatory remarks, guesswork or inappropriate characterizations of people and companies that can be misunderstood. This policy applies equally to e-mail, internal memos and formal reports. Records should always be retained or destroyed according to Fidrox' record retention policies. In accordance with those policies, in the event of litigation or governmental investigation, please consult Fidrox' Chief Financial Officer.

FIDROX

12. Confidentiality

You must maintain the confidentiality of confidential information entrusted to you by Fidrox or its customers, except when disclosure is authorized by Fidrox' established written policies or its Chief Financial Officer or required by laws or regulations. Confidential information includes all non-public information that might be of use to competitors, or harmful to Fidrox' or its customers, if disclosed, and information that suppliers and customers have entrusted to us. The obligation to preserve confidential information continues even after employment ends. In connection with this obligation, every employee should have executed a confidentiality and proprietary information agreement when he or she began his or her employment with Fidrox.

13. Protection and Proper Use of Fidrox Assets

You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. You should endeavor to protect Fidrox' assets and ensure their efficient use. Any suspected incident of fraud or theft should immediately be reported for investigation. Fidrox equipment should not be used for non-Fidrox business, though limited incidental personal use is permitted.

Your obligation to protect Fidrox' assets include protecting its proprietary information. Proprietary information includes intellectual property such as trade secrets, patents, trademarks, and copyrights, as well as business, marketing and service plans, engineering and manufacturing ideas, designs, databases, records, salary information and any unpublished financial data and reports. Unauthorized use or distribution of such information would violate Fidrox policy and could also be illegal and result in civil or even criminal penalties.

14. Payments to Government Personnel

The Corrupt Practices Act prohibits giving anything of value, directly or indirectly, to officials of foreign governments or foreign political candidates to obtain or retain business. It is strictly prohibited to make illegal payments to government officials of any country.

In addition, the government has a number of laws and regulations regarding business gratuities that may be accepted by government personnel. The promise offers or delivery to an official or employee of the government of a gift, favor, or other gratuity in violation of these rules would not only violate Fidrox policy but could also be a criminal offense. State and local governments, as well as foreign governments, may have similar rules. Fidrox's CEO can provide guidance to you in this area.

15. Waivers of the Code

Waivers of the Code may only be granted by Fidrox' s CEO; provided, however, that any waiver of the Code for executive officers or directors may be granted only by the Board or a Board committee. Any such waiver of the Code for executive officers or directors, and the reasons for such waiver, will be disclosed in Fidrox' public filings, as required by law or securities market regulations.

16. Reporting Illegal or Unethical Behavior

You are provided opportunity to work at Fidrox based on the information and particulars furnished by you in your application (including biodata), at the time of your interview and subsequent discussions. If it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this

FIDROX Technologies

48/13, 3rd floor, 40th Cross, 3rd Main, 8th block, Jayanagar, Bangalore 560082

Website: www.fidrox.com



FIDROX

appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.

If at any time in our opinion, you are found non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

You are encouraged to talk to managers or other appropriate personnel about observed illegal or unethical behavior or when in doubt about the best course of action in a situation. It is the policy of Fidrox not to allow retaliation for reports of misconduct by others made in good faith by employees. You are expected to cooperate in internal investigations of misconduct.

17. Compliance Procedures

We must all work to ensure prompt and consistent action against violations of the Code. However, in some situations it is difficult to know if a violation has occurred. Since we cannot anticipate every situation that will arise, it is important that we have a way to approach a new question or problem. These are the steps to keep in mind:

- Make sure you have all the facts. In order to reach the right solutions, we must be as fully informed as possible.
- Ask yourself: What specifically am I being asked to do? Does it seem unethical or improper? These questions will enable you to focus on the specific question you are faced with and the alternatives you have. Use your judgment and common sense; if something seems unethical or improper, it probably is.
- Clarify your responsibility and role. In most situations, there is shared responsibility. Are your colleagues informed? It may help to get others involved and discuss the problem.
- Discuss the problem with your manager. This is the basic guidance for all situations. In many cases, your manager will be more knowledgeable about the question and will appreciate being brought into the decision-making process. Remember that it is your manager's responsibility to help solve problems.
- Seek help from Fidrox resources. In the rare case where it may not be appropriate to discuss an issue with your manager or where you do not feel comfortable approaching your manager with your question, discuss it with Fidrox' Chief Financial Officer or head of Human Resources.
- You may report ethical violations in confidence and without fear of retaliation. If your situation requires that your identity be kept secret, your anonymity will be protected to the greatest extent possible. Fidrox does not permit retaliation of any kind against employees for good-faith reports of ethical violations.

VSK

VSK Electro-Mech Solutions

NO- 6A, 6th Cross, 3rd Phase,
Ganapathinagr Peenya Industrial Area
Bangalore - 560058
Email: vsk.electromech@gmail.com
Email: vsk.electromech@gmail.com
Gst No 29ABHPH4480R1ZW

Date -18/06/2022

WHOM SO EVER IT MAY CONCERN

This is to certify that Mr. HEMANTH H.L has done his internship in Study and Implementation of Programmable Logic Controller at VSK Electro-Mech Solutions Bangalore from Dated :09-01-2022 to 18-06-2022.

During his internship he has demonstrated his skills with self-motivation to learn new skills. His performance exceeded our expectations and he was able to complete the project on time.

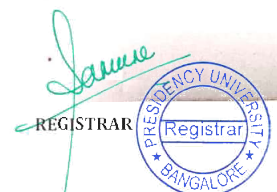
We wish him all the best for his upcoming career.

Thanks & Regards

For VSK ELECTRO-MECHSOLUTIONS



AUTHORISED SIGNATORY





सूक्ष्मतरंग नलिका अनुसंधान तथा विकास संगठन
बी.ई.एल. कांप्लेक्स, जालहल्ली, बंगलूरु -560013

Microwave Tube Research and Development Centre
BEL Complex, Jalahalli, Bangalore-560013, Karnataka

Ph. 080-28386805, 080-28381034 Fax: 28381750/28386804/28386809 Webhttp://drdo.gov.in
e-mail: hrd.mtrdc@gov.in

रक्षा अनुसंधान तथा विकास संगठन, रक्षा मंत्रालय, भारत सरकार - Defence Research & Development Organization, Ministry of Defence, Government of India

सं./No: MTRDC/10206/Proj -Trg /HRD/2021-22

दिनांक/ Date: 23rd Feb 2022

सेवा में/To,

The Head,
Dept. of Electrical & Electronics Engineering,
School of Engineering,
Presidency University,
University House, 8/1, King Street,
Richmond House, Bangalore - 560025

विषय/ SUB: Graduate Trainee Internship

Sir,

The competent authority has accorded the approval to provide internship for the graduate student of your department/university for duration of 05 months in the period between *Mar 2022 to July 2022*.

SN	Name	Qualification	Branch
1	Keshav Ganesh	BE 8 th Sem	Electrical & Electronics Engineering

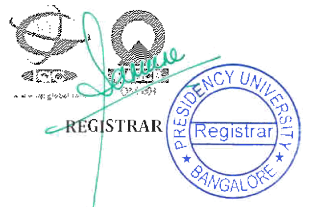
The project will be assigned after joining MTRDC. It may be noted that the individual have to make their own arrangements for transport, food and accommodation and he/she is not entitled for any allowances during the period of the training.

- It is requested to instruct the student to go through the enclosed terms and conditions for admission of trainee for practical training and comply with the same and student should obtain police clearance certificate from the police station nearby to their house/college (whichever is applicable) while reporting for project work at our lab.
- However, you are also requested to bring your college authorization letter at the time of joining otherwise you are not allowed to join MTRDC.
- Please send your confirmation by mail on or before 25th Feb 2022.

डा. लता क्रिस्टी/ (Dr. LATHA CHRISTIE)
सह निदेशक / Associate Director
मुख्यस्थ - सा. सं. वि. (प्रशिक्षण)/Head - HRD (Trg)
कृते केन्द्र प्रमुख/ For CENTRE HEAD

Phone No.: 28386805, 28381034, 22658122 Fax: 080-28381750/ 28386804/ 28386809
Web: www.drdo.org E-mail: director.mtrdc@gov.in

ISO 9001 : 2008



PRESIDENCY UNIVERSITY

(Private University established in Karnataka State by Act No. 41 of 2013)

Itgalpur, Rajanakunte, Yelahanka, Bengaluru – 560064

Website: www.presidencyuniversity.in

June, 2022



CERTIFICATE

This is to certify that the University Project – II work entitled “**Implementation of Machine Learning Algorithms for Energy Prediction**” is original work carried out by Gate Mohammed Shadab (20181EEE0018), Keshav Ganesh (20181EEE0028), Manish Kumar (20181EEE0032), MD Kaise (20181EEE9007) who are bonafied students of VIII Semester B-Tech, Electrical and Electronics Engineering in Presidency University. This is in partial fulfillment of the course work in place of University Project – II of Bachelor of Engineering in Presidency University, Bengaluru, during the year 2021-2022. The results of investigation enclosed in this report have been verified and found satisfactory.




Dr. V Joshi Manohar
Professor and HOD
Department of Electrical
and Electronics
Engineering



Mr. MV Sarin
Assistant Professor
Department of Electrical
and Electronics
Engineering



Dr. V Joshi Manohar
Professor and HOD
Department of Electrical
and Electronics
Engineering

Examiner 1 

Examiner 2 

PRESIDENCY UNIVERSITY

City Office: University House, 8/1, King Street, Richmond Town,
Bengaluru – 560025, Itgalpur, Rajankunte, Bengaluru - 560064

DEPARTMENT OF ELECTRICAL AND ELECTRONICS ENGINEERING



CERTIFICATE

This is to certify that the University Project – II work entitled “Dynamic Power Transmission of Electric Vehicle” is original work carried out by Ankit Kumar Sharma(20181EEE0005), Jayashree Sahu (20181EEE0022), Arvind Gowda CN (20181EEE0007), Kushal S(20191LEE0005), Panchendra HD (20191LEE0008), Tejas Gowda(20181EEE0067) who are bonafide students of VIII Semester B.Tech., Electrical and Electronics Engineering in Presidency University. This is in partial fulfillment of the course work in place of University Project – II of Bachelor of Engineering in Presidency University, Bengaluru, during the year 2021-2022. The results of investigation enclosed in this report have been verified and found satisfactory.

K. Sreekanth Reddy
Mr. K Sreekanth Reddy
17/6/22

Assistant Professor (EEE)
Department of Electrical and
Electronics Engineering

Srinivas MV
Mr. Sarin MV

Assistant Professor (EEE)
Department of Electrical and
Electronics Engineering

V. Manohar
Dr. V Joshi Manohar

Professor & HoD
Department of Electrical and
Electronics Engineering

Head of the Department
Electrical and Electronics Engineering
School of Engineering
PRESIDENCY UNIVERSITY
Rajankunte, Yelahanka, Bengaluru -64

Examiner 1.....*[Signature]*.....

Examiner 2*[Signature]*.....

[Signature]
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

PRESIDENCY UNIVERSITY

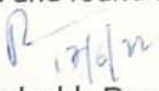
City Office: University House, 8/1, King Street, Richmond Town,
Bengaluru – 560025, Itgalpur, Rajanakunte, Bengaluru - 560064

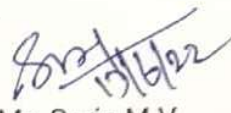
DEPARTMENT OF ELECTRICAL AND ELECTRONICS ENGINEERING




CERTIFICATE

This is to certify that the University Project – II work entitled “A novel and efficient method of speed control of BLDC motor using modified Whale Optimization Algorithm in MATLAB” is original work carried out by Kalyan Ch (20181EEE0026), Vishak Vijaya Kumar (20191LEE9003), Basavakumar S H (20191LEE0003), BH Lavanya (20181EEE0008), Bharath S (20181EEE9008), who are bonified students of VIII Semester B-Tech, Electrical and Electronics Engineering in Presidency University. This is in partial fulfillment of the course work in place of University Project – II of Bachelor of Engineering in Presidency University, Bengaluru, during the year 2021-2022. The results of investigation enclosed in this report have been verified and found satisfactory.


Mr. Bishakh Paul
Assistant Professor
Department of Electrical
and Electronics
Engineering


Mr. Sarin M V
Assistant Professor
Department of Electrical
and Electronics Engineering


Dr. V Joshi Manohar
Professor and HOD
Department of Electrical
and Electronics Engineering

Examiner 1 

Examiner 2 

1


REGISTRAR



PRESIDENCY UNIVERSITY

City Office: University House, 8/1, King Street, Richmond Town,
Bengaluru – 560025, Itgalpur, Rajankunte, Bengaluru - 560064

DEPARTMENT OF ELECTRICAL AND ELECTRONICS ENGINEERING



CERTIFICATE

This is to certify that the University Project – II work entitled “**SMART ENERGY SAVING SYSTEM**” is original work carried out by **Pallavi.R (20181EEE0038)**, **Arshad Saleem (20181EEE0006)**, **G. Sai Kumar (20181EEE0016)**, **G D S Dheeraj (20181EEE0017)** who are bonafide students of VIII Semester B.Tech., Electrical and Electronics Engineering in Presidency University. This is in partial fulfillment of the course work in place of University Project – II of Bachelor of Engineering in Presidency University, Bengaluru, during the year 2021-2022. The results of investigation enclosed in this report have been verified and found satisfactory.


Signature of Guide

Mr. Ravi V Angadi
Asst. Prof.,
Dept. of EEE


Signature of Project Coordinator

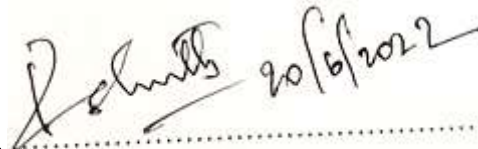
Mr. Sarin M V
Asst. Prof.,
Dept. of EEE


Signature of HoD

Dr. V. Joshi Manohar
Professor & HoD
Dept. of EEE

Head of Department
Electrical and Electronics Engineering
School of Engineering
PRESIDENCY UNIVERSITY
RICHMOND TOWN, BANGALORE

External Examiner ...


20/6/2022


REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

PRESIDENCY UNIVERSITY

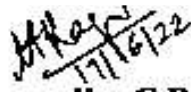
City Office: University House, 8/1, King Street, Richmond Town,
Bengaluru – 560025, Itgalpur, Rajanakunte, Bengaluru - 560064

DEPARTMENT OF ELECTRICAL AND ELECTRONICS ENGINEERING



CERTIFICATE

This is to certify that the University Project – II work entitled “**SIMULATION OF CLOSED LOOP SPEED CONTROL USING BLDC MOTOR FOR EV APPLICATIONS**” is original work carried out by **MARUTHI MANOHAR (20181EEE0012)**, **P. REVANTH (20181EEE0036)**, **JAHNAVI (20181EEE0021)** and **ABHINAV SURESH (20181EEE0001)** who are bonafide students of VIII Semester B.Tech., Electrical and Electronics Engineering in Presidency University. This is in partial fulfillment of the course work in place of University Project – II of Bachelor of Engineering in Presidency University, Bengaluru, during the year 2021-2022. The results of investigation enclosed in this report have been verified and found satisfactory.


Ms. Ragasudha C P

Project Guide
Assistant Professor (EEE)
Department of Electrical and
Electronics Engineering


Mr. Sarin M V

Project Coordinator
Assistant Professor (EEE)
Department of Electrical and
Electronics Engineering


Dr. V. Jushi Manohar

Professor & HoD
Department of Electrical and
Electronics Engineering

Examiner 1.....

Examiner 2.....

Head of the Department
Electrical and Electronics Engineering
School of Engineering
PRESIDENCY UNIVERSITY
Rajanakunte, Itgalpur, Bengaluru - 56


REGISTRAR


PRESIDENCY UNIVERSITY


(Private University established in Karnataka State by Act No. 41 of 2013) Itgalpur,
Rajankunte, Bengaluru - 560064

DEPARTMENT OF ELECTRICAL AND ELECTRONICS ENGINEERING




CERTIFICATE

This is to certify that the University Project – II work entitled “Protection of crops from against natural disaster with automated agriculture” is original work carried out by CharanKumar.N(20181EEE0013), HanumanthKumar.A(20181EEE0019), Jayashree.V(20181EEE0023), Niharika.H(20191LEE0001), Dheeraj.C(20191LEE0006) who are Bonafied students of VIII Semester B.Tech., Electrical and Electronics Engineering in Presidency University. This is in partial fulfillment of the course work in place of University Project – II of Bachelor of Engineering in Presidency University, Bengaluru, during the year 2021-2022. The results of investigation enclosed in this report have been verified and found satisfactory.


Guide
Mr. Sarin MV
Asst. Professor
Department of Electrical
and Electronics Engineering


Project Coordinator
Mr. Sarin MV
Asst. Professor
Department of Electrical
and Electronics Engineering


Professor & HoD
Dr. V Joshi Manohar
Professor & HoD
Department of Electrical
and Electronics Engineering

External Examiner 1

External Examiner 2

Head of the Department
Electrical and Electronics Engineering
Department of Electrical
and Electronics Engineering
PRESIDENCY UNIVERSITY
Itgalpur, Bengaluru - 560064

PRESIDENCY UNIVERSITY

City Office: University House, 8/1, King Street, Richmond Town, Bengaluru –
560025 Itgalpur, Rajankunte, Bengaluru - 560064

DEPARTMENT OF ELECTRICAL AND ELECTRONICS ENGINEERING

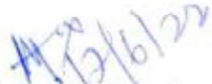


CERTIFICATE

This is to certify that the University Project – II work entitled “Wireless Speed Initiation of Single Phase Induction Motor” is original work carried out by Mr. Farhan Mukhtiar (ID No. 20181EEE0015), Mr. P.Reddaiah (ID No. 20181EEE0037), Mr. Mohammed Nasir (ID No. 20181EEE0034) and Mr. P. Ravi Kumar (ID No. 20191LEE0004) who are bonafide students of VIII semester B-Tech, Electrical and Electronics Engineering in Presidency University . This is in partial fulfillment of the course work in place of University Project - II of Bachelor of Engineering in Presidency University, Bengaluru, during the year 2021-2022. The results of investigation enclosed in this report have been verified and found satisfactory.


Ms. Jisha L K
Supervisor & Assistant
Professor
Department of EEE


Mr. Sarin M V
Project Coordinator and
Assistant Professor
Department of EEE


Dr. V. Joshi Manohar
Professor and Head
Department of
Electrical and Electronics Engineering
Department of EEE
PRESIDENCY UNIVERSITY
Rajankunte, Yelahanka, Bengaluru - 560064

Examiner 1 _____ 

Examiner 2 _____ 


REGISTRAR


**DEPARTMENT OF ELECTRICAL AND ELECTRONICS
ENGINEERING**



CERTIFICATE

This is to certify that the University Project – II work entitled “**PREDICTION OF INDUCTION MOTOR PERFORMANCE PARAMETERS USING MACHINE LEARNING ALGORITHM**” is original work carried out by {**Pooja BS Patel (20181EEE0074)**, **Saicharan T A (20181EEE0052)**, **Arjun chhetry (20191LEE0012)**} who are Bonafede students of VIII Semester **B.Tech., Electrical and Electronics Engineering** in Presidency University. This is in partial fulfilment of the course work in place of University Project –II of Bachelor of Engineering in Presidency University, Bengaluru, during the year 2021-2022. The results of investigation enclosed in this report have been verified and found satisfactory.

Dr. V Joshi Manohar
Professor &HoD
Department of Electrical and
Electronics Engineering

Mr. Sarin MV
Assistant Professor
Department of Electrical
and Electronics Engineering

Dr. V Joshi Manohar
Professor &HoD
Department of Electrical and
Electronic Engineering

Examiner 1 
Examiner 2 



PRESIDENCY UNIVERSITY

City Office: University House, 8/1, King Street, Richmond Town,
Bengaluru – 560025, Itgalpur, Rajankunte, Bengaluru - 560064

DEPARTMENT OF ELECTRICAL AND ELECTRONICS ENGINEERING

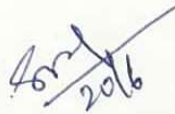


CERTIFICATE

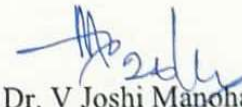
This is to certify that the University Project – II work entitled “**BANK LOCKER SECURITY USING IoT BASED CONTROLLER**” is original work carried out by Sharon Pranathi M (20181EEE0056.), Prashant Radheshyam Yadhav (20191LEE9001), N Shiva Tulshi Kumar (20191LEE9002), Sandeep Kumar (2019LEE9004), who are bonafide students of VIII Semester B.Tech., Electrical and Electronics Engineering in Presidency University. This is in partial fulfillment of the course work in place of University Project – II of Bachelor of Engineering in Presidency University, Bengaluru, during the year 2021-2022. The results of investigation enclosed in this report have been verified and found satisfactory.



Mr. Bishakh Paul
Assistant Professor
Department of Electrical
and Electronics Engineering



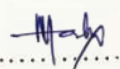
Project coordinator
Department of
Electrical and
Electronics Engineering



Dr. V Joshi Manohar
Professor and HOD
Department of Electrical
and Electronics Engineering

Head of the Department
Electrical and Electronics Engineering
School of Engineering
PRESIDENCY UNIVERSITY
Rajanukunte, Yelahanka, Bengaluru -64

Examiner 1 

Examiner 2 

PRESIDENCY UNIVERSITY

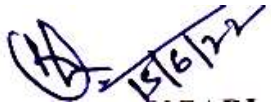
City Office: University House, 8/1, King Street, Richmond Town,
Bengaluru – 560025, Itgalpur, Rajankunte, Bengaluru - 560064


DEPARTMENT OF ELECTRICAL AND ELECTRONICS ENGINEERING

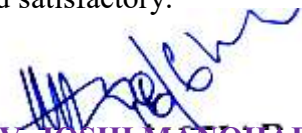


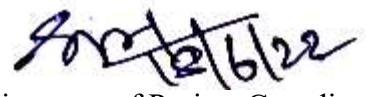
CERTIFICATE


This is to certify that the University Project – II work entitled “**CALCULATION OF UNDER GROUND CABLE PARAMETERS USING MATRIX METHOD**” is original work carried out by **PANDLA GURU SAI GOUD (20181EEE0039)**, **WASEEL KHAN (20181EEE0070)**, **SYED ZABI SAMEER (20181EEE9003)**, who are bonafide students of VIII Semester B.Tech., Electrical and Electronics Engineering in Presidency University. This is in partial fulfillment of the course work in place of University Project – II of Bachelor of Engineering in Presidency University, Bengaluru, during the year 2021-2022. The results of investigation enclosed in this report have been verified and found satisfactory.

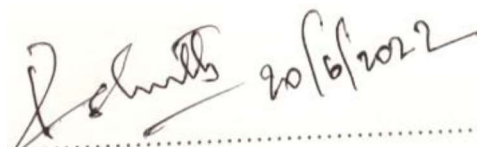

Mr. RAVI V ANGADI
(Internal-Guide)
Asst. Prof.,
Dept. of EEE


Ms. POORNIMA T R
(External-Guide)
Sr. Engineer,
Dept. of R & D,
PRDC Pvt. Ltd, Bengaluru


Dr. V. JOSHI MANOHAR
(Internal Guide)
Head of the Department
Professor & HoD
Electrical and Electronics Engineering
Dept. of EEE
School of Engineering
PRESIDENCY UNIVERSITY
Rajankunte, Yelahanka, Bengaluru - 64


Signature of Project Coordinator
Mr. SARIN M V
Asst. Prof.,
Dept. of EEE


Signature of HoD
Dr. V. JOSHI MANOHAR
Professor & HoD
Dept. of EEE

External Examiner 


REGISTRAR


PRESIDENCY UNIVERSITY

City Office: University House, 8/1, King Street, Richmond Town,
Bengaluru – 560025, Itgalpur, Rajankunte, Bengaluru - 560064

DEPARTMENT OF ELECTRICAL AND ELECTRONICS ENGINEERING



CERTIFICATE

This is to certify that the University Project – II work entitled “**Real time smart transformer design based on IoT**” is original work carried out by **T Poornima, Nagaraju V, Sadiya Tahera, Varsha Anil** bearing roll number(s): “**20181EEE0075, 20191LEE0013, 20181EEE0050, 20181EEE0068, respectively**” who are bonafide students of VIII Semester B.Tech., Electrical and Electronics Engineering in Presidency University. This is in partial fulfillment of the course work in place of University Project – II of Bachelor of Engineering in Presidency University, Bengaluru, during the year 2021-2022. The results of investigation enclosed in this report have been verified and found satisfactory.


Ms. Ragasudha C P

**Project Guide
Assistant Professor (EEE)
Department of Electrical and
Electronics Engineering**


Mr. Sarin M V

**Project Coordinator
Assistant Professor (EEE)
Department of Electrical and
Electronics Engineering**


Dr. V. V. Manohar

**Professor & HoD
Department of Electrical and
Electronics Engineering**

Examiner 1.....

Examiner 2.....

**Head of the Department
Electrical and Electronics Engineering
School of Engineering
PRESIDENCY UNIVERSITY
Rajankunte, Talikunte, Bengaluru - 64**


**City Office: University House, 8/1, King Street, Richmond Town,
Bengaluru – 560025, Itgalpur, Rajankunte, Bengaluru - 560064**

**DEPARTMENT OF ELECTRICAL AND ELECTRONICS
ENGINEERING**




CERTIFICATE

This is to certify that the University Project – II work entitled “IOT based smart energy metering system using cloud computing” is original work carried out by Surabhi M Y20181EEE0064, Yamavaram Madhu Sudhan- 20181EEE0071, Soumya T- 20181EEE0060, Sanjay Kumar S C- 20181EEE0054 who are bonafide students of VIII Semester B.Tech., Electrical and Electronics Engineering in Presidency University. This is in partial fulfillment of the course work in place of University Project – II of Bachelor of Engineering in Presidency University, Bengaluru, during the year 2021-2022. The results of the investigation enclosed in this report have been verified and found satisfactory.


Guide
Mr. Sarin MV
Asst. Professor
Department of Electrical
and Electronics Engineering


Project Coordinator
Mr. Sarin MV
Asst. Professor
Department of Electrical
and Electronics Engineering


Professor & HoD
Dr. V Joshi Manohar
Professor & HoD
Department of Electrical
and Electronics Engineering

External Examiner 1 

External Examiner 2 

Head of the Department
Electrical and Electronics Engineering
School of Engineering
PRESIDENCY UNIVERSITY
Itgalpur, Bengaluru - 560064


REGISTRAR


PRESIDENCY UNIVERSITY

City Office: University House, 8/1, King Street, Richmond
Town,
Bengaluru – 560025, Itgalpur, Rajankunte, Bengaluru - 560064

DEPARTMENT OF ELECTRICAL AND ELECTRONICS ENGINEERING




CERTIFICATE

This is to certify that the University Project – II work entitled “**Any Time Medicine Vending Machine**” is original work carried out by Punith K Kulal (20181EEE0045), Preetham Himakar (20181EEE0044), Rithik RK (20181EEE0048), Sami Ul Arfaath (20181EEE0053), Kruthan Krishna Swamy (20181EEE9006) who are bonafide students of VIII Semester B.Tech., Electrical and Electronics Engineering in Presidency University. This is in partial fulfillment of the course work in place of University Project – II of Bachelor of Engineering in Presidency University, Bengaluru, during the year 2021-2022. The results of investigation enclosed in this report have been verified and found satisfactory.


Ms. Jisha L K
Supervisor &
Assistant Professor
Department of Electrical
and
Electronics Engineering


Mr. Sarin MV
Project coordinator &
Assistant Professor
Department of Electrical
and
Electronics Engineering


Dr. V Joshi Manohar
Head of the Department
Professor & HOD
Electrical and Electronics Engineering
School of Engineering
PRESIDENCY UNIVERSITY
Department of Electrical
and
Electronics Engineering

Examiner 1:



Examiner 2:

