

11-Jan-2023

Letter of Offer ("L/O")

Dear **Rumana Nikhat**,

Congratulations!

We, Legato health Technologies are pleased to inform that you have successfully completed the selection process with us, and this letter is to confirm that we intend to offer a "**Associate Software Engineer**" competency level opportunity to you, on the following key terms and conditions:

1. Your designation at the time of joining would be Associate Software Engineer.
2. Your total annual Cost to Company (CTC) would be amounting to **INR. 425,000/- (Four Lakh Twenty Five Thousand Rupees Only)** along with, **INR 25,000/-** as joining bonus.

Please note that the above terms and conditions are subject to change at the company's discretion, without any prior intimation. Based on your acceptance of this L/O and subject to completion of documentation and BGV process, detailed Offer letter will be issued to you, which will contain the following details:

- Date of Joining.
- Joining location.
- Other terms and conditions.

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Here is wishing you a successful career with Legato Health technologies. We look forward to welcoming you on board.

Sincerely,

Mosur K Saisekar

Country Head
Legato Health Technologies LLP

If you have queries or concerns, please reach us at excelserate@legatohealth.com

Legato Health Technologies LLP | www.legato.com

Bengaluru | Hyderabad | Gurugram

Head Office: Manyata Embassy Business Park, Floors 6-10, Block Banyan (L1), Outer Ring Road,
Nagavara, Bengaluru, Karnataka - 560045 | Ph: 080-6152-0000

LLPIN: AAL-0928 | PAN: AAHFL3010G



11-Jan-2023

Letter of Offer ("L/O")

Dear **K Gowtham**,

Congratulations!

We, Legato health Technologies are pleased to inform that you have successfully completed the selection process with us, and this letter is to confirm that we intend to offer a "**Associate Software Engineer**" competency level opportunity to you, on the following key terms and conditions:

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11-Jan-2023

Letter of Offer ("L/O")

Dear **Pavan Kumar J,**

Congratulations!

We, Legato health Technologies are pleased to inform that you have successfully completed the selection process with us, and this letter is to confirm that we intend to offer a "**Associate Software Engineer**" competency level opportunity to you, on the following key terms and conditions:

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11-Jan-2023

Letter of Offer ("L/O")

Dear Prajwal,

Congratulations!

We, Legato health Technologies are pleased to inform that you have successfully completed the selection process with us, and this letter is to confirm that we intend to offer a “**Associate Software Engineer**” competency level opportunity to you, on the following key terms and conditions:

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11-Jan-2023

Letter of Offer ("L/O")

Dear **Thamatam Sai Koushik Reddy**,

Congratulations!

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11-Jan-2023

Letter of Offer ("L/O")

Dear **Kadiri Niketha**,

Congratulations!

We, Legato health Technologies are pleased to inform that you have successfully completed the selection process with us, and this letter is to confirm that we intend to offer a "**Associate Software Engineer**" competency level opportunity to you, on the following key terms and conditions:

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11-Jan-2023

Letter of Offer ("L/O")

Dear **Akash S P**,

Congratulations!

We, Legato health Technologies are pleased to inform that you have successfully completed the selection process with us, and this letter is to confirm that we intend to offer a "**Associate Software Engineer**" competency level opportunity to you, on the following key terms and conditions:

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11-Jan-2023

Letter of Offer ("L/O")

Dear **Syed Mustaqeem Uddin**,

Congratulations!

We, Legato health Technologies are pleased to inform that you have successfully completed the selection process with us, and this letter is to confirm that we intend to offer a "**Associate Software Engineer**" competency level opportunity to you, on the following key terms and conditions:

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11-Jan-2023

Letter of Offer ("L/O")

Dear **Vinay Gupta**,

Congratulations!

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11-Jan-2023

Letter of Offer ("L/O")

Dear **Gagana M,**

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11-Jan-2023

Letter of Offer ("L/O")

Dear **Mohammed Farhan F,**

Congratulations!

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October 15,2022

Jayanti Vikas

India.

Subject: Offer letter for the post of Associate Software Development Engineer

Dear Jayanti,

We are pleased to extend you an offer of employment as **Associate Software Development Engineer at Clover Bay Technologies Private Limited ("CBTPL")**. The terms of your employment and remuneration are indicated below:

1. Your annual cost to company including all benefits shall be **INR 7,00,000/- (Rupees Seven Lakhs only)**. Your employment and remuneration shall be subject to all rules; regulations and policies of CBTPL currently in effect and/ or that may in the future take effect.
2. You will be also eligible for Group Insurance plan where you and your immediate family members (Employee, Spouse, Children, Dependent Parents) will be covered. The sum assured will be 5 lakhs per family after your completion of internship.
3. You will join us as an Intern on **01-Feb-2023**. During internship you will be paid stipend of **Rs 30000** per month. Your internship will continue till your final semester exams are over and we get a go ahead from your college to give you final offer.
4. During the Internship, you would be assigned tasks and projects that improve your understandings of the concepts you learned in college also based on your personal & professional skill set, and therefore you would be expected to put your best efforts in executing the assignments given to you.
5. Your place of work shall be at Bangalore. We understand given the current Covid scenario you might be staying outside of Bangalore, and we are open to working remotely till the situation become normal. Based on the condition of COVID spread and government guidelines we will take decision of working from the office location keeping in mind the well-being of our employee as our topmost priority.
6. You will be eligible for reimbursement of Internet charges upto Rs 1000 per month till the time we continue to work from home because of Covid 19 situation after your completion of internship.
7. Also on the day of joining you will be required to sign a Non-Disclosure Agreement, which is necessary to safeguard confidential information of our company and clients.

Clover Bay Technologies Pvt. Ltd.
CIN: U72900KA2020PTC136791

Registered Office: F#004 Chinnu Paradise, Doddenakundi Bangalore KA 560037 INDIA

REGISTRAR



8. You are requested to bring the documents mentioned in **Exhibit I** along with you on the date of joining. Given the current situation we will be onboarding you digitally which means all required documents have to be submitted in digital format and physical copies to be submitted once the things get back to normal.

CBTPL would be pleased to receive your written acceptance of this offer no later than the end of business on **15-Oct-2022**. Please confirm your acceptance by affixing your signature and initials at the indicated places on one copy of this offer and return the copy to us. The second copy is for you to retain in your personal records.

Your employment and this letter of appointment shall be governed in all respects by the laws of the Republic of India.

We welcome you to CBTPL, and hope you have a long and fruitful association with us.

Thank you,

Yours Sincerely,



Manish Kumar
Associate Director,
Human Resources

Acceptance of Offer

I, **Jayanti Vikas**, hereby confirm acceptance of the above-mentioned offer of appointment on the terms and conditions as specified above. I shall join on **01-Feb-2023** for my internship.

Signature : *J. Vikas*

Date : 15/10/22

Clover Bay Technologies Pvt. Ltd.
CIN: U72900KA2020PTC136791
Registered Office: F#004, Chinnu Paradise, Doddenakundi, Bangalore KA 560037, INDIA

YOUR PAY AND BENEFITS



Letter of offer

Name : KRITIKA

Job Group : 7

SALARY ELEMENTS	Amount (INR)
Base Pay	348,300
House Rent Allowance.	174,150
Grade Allowance	65,120
Guaranteed Cash	587,570
Performance Bonus*	83,592
Total Cash	671,162
Retirement Benefits	
Provident Fund (PF)	41,796
Gratuity Fund	16,753

Description
Basic pay - HRA, performance bonus and Retirement benefits calculated on base pay. Monthly payout. Fully taxable.
HRA- Percentage of Base pay. Monthly payout. Tax exemption based on Income Tax rules
Grade Allowance- Taxable allowance paid monthly.
Target Performance Bonus- Fully taxable, paid in the month of February, it is subject to yours and Shell's performance.
PF- Company contribution of 12% of Base Pay; Employee contributes an equal amount
Gratuity- 4.81% of Base Pay - Defined benefit of 15 days Base Pay for each year of service after 5 years

Retirement Benefits Total	58,549
Total Cost To Company	729,711
Settling In Allowance	120,000

Leave Type	Entitlements
Earned Leave	25 days
Sick Leave	On need basis
Maternity Leave	26 weeks
Paternal Leave	5 days
Compassionate Leave	5 days
Paid Holidays	12 days

Market Competitive Allowance**	0
Overall Compensation	849,711

*Paid in the month of February based on Individual and Business Performance

**Market Competitive Allowance (MCA) is a temporary cash allowance paid to cover market premium, which is non-pensionable, taxable, and paid in addition to normal pay, on a monthly basis. Subject to periodical review, the level of MCA may go up or down, or be withdrawn, after each review.

NOTE: All the above salary components are subject to standard tax deduction as per income tax rules

Other Benefits	
Hospitalization Cover	INR 4 Lac inclusive of 75k on maternity. Eligibility – Employee, Spouse and Children.
Group Personal Accident (GPA)	As per the company Policy
Group Term Life (GTL)	As per the company Policy
Food coupons	Food coupons of Rs 50 per working day
Business Travel	Safety compliant road transport, business class air travel exceeding 4 hours
Share plans	
Employee Share purchase plans	Employees can purchase shares at discounted price (15% discount on the minimum of share prices on plan start and end date)
Performance Share Plans	By nomination for sustained high performance

Disclaimer: The above benefits will be applicable as per the Company's policies and guidelines prevalent at that time.


 REGISTRAR


YOUR PAY AND BENEFITS



Letter of offer

Name : MOHD ZUBAIR

Job Group : 7

SALARY ELEMENTS	Amount (INR)
Base Pay	348,300
House Rent Allowance.	174,150
Grade Allowance	65,120
Guaranteed Cash	587,570
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Share plans	
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 REGISTRAR


YOUR PAY AND BENEFITS



Letter of offer

Name : SAI DINESH M

Job Group : 7

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Grade Allowance	65,120
Guaranteed Cash	587,570
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Grade Allowance- Taxable allowance paid monthly.
Target Performance Bonus- Fully taxable, paid in the month of February, it is subject to yours and Shell's performance.
PF- Company contribution of 12% of Base Pay; Employee contributes an equal amount
Gratuity- 4.81% of Base Pay - Defined benefit of 15 days Base Pay for each year of service after 5 years

Retirement Benefits Total	58,549
Total Cost To Company	729,711
Settling In Allowance	120,000

Leave Type	Entitlements
Earned Leave	25 days
Sick Leave	On need basis
Maternity Leave	26 weeks
Paternal Leave	5 days
Compassionate Leave	5 days
Paid Holidays	12 days

Market Competitive Allowance**	0
Overall Compensation	849,711

*Paid in the month of February based on Individual and Business Performance

**Market Competitive Allowance (MCA) is a temporary cash allowance paid to cover market premium, which is non-pensionable, taxable, and paid in addition to normal pay, on a monthly basis. Subject to periodical review, the level of MCA may go up or down, or be withdrawn, after each review.

NOTE: All the above salary components are subject to standard tax deduction as per income tax rules

Other Benefits	
Hospitalization Cover	INR 4 Lac inclusive of 75k on maternity. Eligibility – Employee, Spouse and Children.
Group Personal Accident (GPA)	As per the company Policy
Group Term Life (GTL)	As per the company Policy
Food coupons	Food coupons of Rs 50 per working day
Business Travel	Safety compliant road transport, business class air travel exceeding 4 hours
Share plans	
Employee Share purchase plans	Employees can purchase shares at discounted price (15% discount on the minimum of share prices on plan start and end date)
Performance Share Plans	By nomination for sustained high performance

Disclaimer: The above benefits will be applicable as per the Company's policies and guidelines prevalent at that time.


 REGISTRAR


YOUR PAY AND BENEFITS



Letter of offer

Name : SAMEER MUHAMMED

Job Group : 7

SALARY ELEMENTS	Amount (INR)
Base Pay	348,300
House Rent Allowance.	174,150
Grade Allowance	65,120
Guaranteed Cash	587,570
Performance Bonus*	83,592
Total Cash	671,162
Retirement Benefits	
Provident Fund (PF)	41,796
Gratuity Fund	16,753

Description
Basic pay - HRA, performance bonus and Retirement benefits calculated on base pay. Monthly payout. Fully taxable.
HRA- Percentage of Base pay. Monthly payout. Tax exemption based on Income Tax rules
Grade Allowance- Taxable allowance paid monthly.
Target Performance Bonus- Fully taxable, paid in the month of February, it is subject to yours and Shell's performance.
PF- Company contribution of 12% of Base Pay; Employee contributes an equal amount
Gratuity- 4.81% of Base Pay - Defined benefit of 15 days Base Pay for each year of service after 5 years

Retirement Benefits Total	58,549
Total Cost To Company	729,711
Settling In Allowance	120,000

Leave Type	Entitlements
Earned Leave	25 days
Sick Leave	On need basis
Maternity Leave	26 weeks
Paternal Leave	5 days
Compassionate Leave	5 days
Paid Holidays	12 days

Market Competitive Allowance**	0
Overall Compensation	849,711

*Paid in the month of February based on Individual and Business Performance

**Market Competitive Allowance (MCA) is a temporary cash allowance paid to cover market premium, which is non-pensionable, taxable, and paid in addition to normal pay, on a monthly basis. Subject to periodical review, the level of MCA may go up or down, or be withdrawn, after each review.

NOTE: All the above salary components are subject to standard tax deduction as per income tax rules

Other Benefits	
Hospitalization Cover	INR 4 Lac inclusive of 75k on maternity. Eligibility – Employee, Spouse and Children.
Group Personal Accident (GPA)	As per the company Policy
Group Term Life (GTL)	As per the company Policy
Food coupons	Food coupons of Rs 50 per working day
Business Travel	Safety compliant road transport, business class air travel exceeding 4 hours
Share plans	
Employee Share purchase plans	Employees can purchase shares at discounted price (15% discount on the minimum of share prices on plan start and end date)
Performance Share Plans	By nomination for sustained high performance

Disclaimer: The above benefits will be applicable as per the Company's policies and guidelines prevalent at that time.

Sameer
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE

YOUR PAY AND BENEFITS



Letter of offer

Name : TANIYA K G

Job Group : 7

SALARY ELEMENTS	Amount (INR)
Base Pay	348,300
House Rent Allowance.	174,150
Grade Allowance	65,120
Guaranteed Cash	587,570
Performance Bonus*	83,592
Total Cash	671,162
Retirement Benefits	
Provident Fund (PF)	41,796
Gratuity Fund	16,753

Description
Basic pay - HRA, performance bonus and Retirement benefits calculated on base pay. Monthly payout. Fully taxable.
HRA- Percentage of Base pay. Monthly payout. Tax exemption based on Income Tax rules
Grade Allowance- Taxable allowance paid monthly.
Target Performance Bonus- Fully taxable, paid in the month of February, it is subject to yours and Shell's performance.
PF- Company contribution of 12% of Base Pay; Employee contributes an equal amount
Gratuity- 4.81% of Base Pay - Defined benefit of 15 days Base Pay for each year of service after 5 years

Retirement Benefits Total	58,549
Total Cost To Company	729,711
Settling In Allowance	120,000

Leave Type	Entitlements
Earned Leave	25 days
Sick Leave	On need basis
Maternity Leave	26 weeks
Paternal Leave	5 days
Compassionate Leave	5 days
Paid Holidays	12 days

Market Competitive Allowance**	0
Overall Compensation	849,711

*Paid in the month of February based on Individual and Business Performance

**Market Competitive Allowance (MCA) is a temporary cash allowance paid to cover market premium, which is non-pensionable, taxable, and paid in addition to normal pay, on a monthly basis. Subject to periodical review, the level of MCA may go up or down, or be withdrawn, after each review.

NOTE: All the above salary components are subject to standard tax deduction as per income tax rules

Other Benefits	
Hospitalization Cover	INR 4 Lac inclusive of 75k on maternity. Eligibility – Employee, Spouse and Children.
Group Personal Accident (GPA)	As per the company Policy
Group Term Life (GTL)	As per the company Policy
Food coupons	Food coupons of Rs 50 per working day
Business Travel	Safety compliant road transport, business class air travel exceeding 4 hours
Share plans	
Employee Share purchase plans	Employees can purchase shares at discounted price (15% discount on the minimum of share prices on plan start and end date)
Performance Share Plans	By nomination for sustained high performance

Disclaimer: The above benefits will be applicable as per the Company's policies and guidelines prevalent at that time.


 REGISTRAR


11-Jan-2023

Letter of Offer ("L/O")

Dear **Sharanya**,

Congratulations!

We, Legato health Technologies are pleased to inform that you have successfully completed the selection process with us, and this letter is to confirm that we intend to offer a "**Associate Software Engineer**" competency level opportunity to you, on the following key terms and conditions:

1. Your designation at the time of joining would be Associate Software Engineer.
2. Your total annual Cost to Company (CTC) would be amounting to **INR. 425,000/- (Four Lakh Twenty Five Thousand Rupees Only)** along with, **INR 25,000/-** as joining bonus.

Please note that the above terms and conditions are subject to change at the company's discretion, without any prior intimation. Based on your acceptance of this L/O and subject to completion of documentation and BGV process, detailed Offer letter will be issued to you, which will contain the following details:

- Date of Joining.
- Joining location.
- Other terms and conditions.

The date of joining and the location of posting will be based on business requirements. Legato health Technologies solely reserves the right to make any changes to the date of joining and the location of posting.

You may note that this letter should neither be construed as an Offer of Employment from Legato nor should it in any manner confirm our obligations to make you an offer of employment. We may, any time revoke this Letter of Intent considering incomplete documentation, failure to fulfil the eligibility criteria, background verification at our discretion.

Here is wishing you a successful career with Legato Health technologies. We look forward to welcoming you on board.

Sincerely,

Mosur K Saisekar

Country Head

Legato Health Technologies LLP

If you have queries or concerns, please reach us at excelerate@legatohealth.com

Legato Health Technologies LLP | www.legato.com

Bengaluru | Hyderabad | Gurugram

Head Office: Manyata Embassy Business Park, Floors 6-10, Block Banyan (L1), Outer Ring Road, Nagavara, Bengaluru, Karnataka - 560045 | Ph: 080-6152-0000

LLPIN: AAL-0928 | PAN: AAHFL3010G



11-Jan-2023

Letter of Offer ("L/O")

Dear **Sabira Bi**,

Congratulations!

We, Legato health Technologies are pleased to inform that you have successfully completed the selection process with us, and this letter is to confirm that we intend to offer a “**Associate Software Engineer**” competency level opportunity to you, on the following key terms and conditions:

1. Your designation at the time of joining would be Associate Software Engineer.
2. Your total annual Cost to Company (CTC) would be amounting to **INR. 425,000/- (Four Lakh Twenty Five Thousand Rupees Only)** along with, **INR 25,000/-** as joining bonus.

Please note that the above terms and conditions are subject to change at the company’s discretion, without any prior intimation. Based on your acceptance of this L/O and subject to completion of documentation and BGV process, detailed Offer letter will be issued to you, which will contain the following details:

- Date of Joining.
- Joining location.
- Other terms and conditions.

The date of joining and the location of posting will be based on business requirements. Legato health Technologies solely reserves the right to make any changes to the date of joining and the location of posting.

You may note that this letter should neither be construed as an Offer of Employment from Legato nor should it in any manner confirm our obligations to make you an offer of employment. We may, any time revoke this Letter of Intent considering incomplete documentation, failure to fulfil the eligibility criteria, background verification at our discretion.

Here is wishing you a successful career with Legato Health technologies. We look forward to welcoming you on board.

Sincerely,

Mosur K Saisekar

Country Head

Legato Health Technologies LLP

If you have queries or concerns, please reach us at excelserate@legatohealth.com

Legato Health Technologies LLP | www.legato.com

Bengaluru | Hyderabad | Gurugram

Head Office: Manyata Embassy Business Park, Floors 6-10, Block Banyan (L1), Outer Ring Road, Nagavara, Bengaluru, Karnataka – 560045 | Ph: 080-6152-0000

LLPIN: AAL-0928 | PAN: AAHFL3010G





Nov 08, 2022

Shaik Mohammed Kuber,
Bangalore

Offer Letter

Dear Shaik Mohammed Kuber,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our **Bangalore headoffice VSPL** office.

Your date of joining shall be **on or before September 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation **on or before November 10, 2022** post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

Visionet Systems Private Limited

Registered Office : AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6669 0000

Branch Office : Module # 105, TIDEL Park, ELCOT/SEZ, Coimbatore - 641 014, INDIA. Tel : +91 422 454 7700

www.visionetsystems.com


REGISTRAR




- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

We look forward to having you in our team and our mutual success.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Shaik Mohammed Kuber
(Signature & Date)

Visionet Systems Private Limited

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Annexure I: Compensation Break-Up

Name	Shaik Mohammed Kuber	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Shaik Mohammed Kuber
(Signature & Date)

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Visionet | Here for Good

EMPLOYEE BENEFITS

VISIONET





Mobile Bill Allowance

"Good communication can boost teamwork and lead to better project collaboration."

Visionet is giving Mobile Bill Allowance to all the employees for maintaining effective communication.



Visionet | Here for Good



Team Lunch Allowance



Visionet gives the opportunity to exchange the views in informal and relaxed environment while enjoying sumptuous lunch/dinner with the team members.

Visionet | Here for Good



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Marriage Gift & Leave

A marriage is a perfect union when two people become one team. We want to be a part of this special milestone of our employee's life and extend our blessings to the newlywed couple in the form of paid leaves and the marriage gift.



Visionet | Here for Good

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Paternity Leave

Having a child is a precious gift & this comes along with some responsibility. We understand the need of our employees and are committed to support them in this important phase of life by facilitating them with paid Paternity leaves.

Visionet | Here for Good



Leave
Benefits
For Employees

- ✓ Unlimited carry forward of EL
- ✓ 6 CL will be carry forwarded to next calender year

YOUR HEALTH IS OUR PRIORITY

We are covering our employees under the **GROUP MEDICAL INSURANCE POLICY** to avail the medical benefits.

Medical Services

- ✓ EMPLOYEES ARE COVERED FROM THE DAY ONE
- ✓ PRE EXISTING DISEASE COVERED
- ✓ COVID HOME CARE TREATMENT
- ✓ CASHLESS TREATMENT
- ✓ PAN INDIA HOSPITALS COVERAGE

Visionet | Here for Good



GMC Top-Up Policy

Employees can opt for the GMC Top-Up Policy to enhance additional medical benefit coverage for Self and Dependents.





Hospitalization Leave

Your Health First

Visionet is committed to support their employees in difficult times.

Hence, to support our employees we offer income protection in the form of unlimited paid leaves during hospitalization & post-hospitalization leaves of seven days so, that they can regain their vitality before resuming work.

Visionet | Here for Good



Bereavement Support

Loss of a family member is never easy—neither is going back to work when you're grieving. Visionet systems has a commitment to support the employees through their grief by ensuring that bereaved employee can be brought back to normal life.

Visionet will continue to stand with its employee by extending monetary support and paid leaves based on the tenure with VSPL.

Visionet | Here for Good



Group Term Life Insurance

For Your Family

Protecting your family is Our Priority.
So we are covering our employees with a
Group Term Life Insurance from the day
One of their employment with us.

Visionet | Here for Good



TAX BENEFITS

Apr	May
1.2%	1.2%

Mar	Apr
1.1%	1.1%

1.1%	1.1%
1.1%	1.1%
1.1%	1.1%
1.1%	1.1%
1.1%	1.1%



Visionet | Here for Good






National Pension System (Corporate Model)

Ensuring a secured retired life



BUDGET ANNOUNCEMENT



Pre-Retirement Benefits

-  Tax exemption on up to 10% of your salary (Basic + DA) under Section 80CCD (2) through corporate contribution
-  Additional tax saving on investment of ₹50,000 over and above ₹1.5 lakh under Section 80CCD (1B)
-  No tax on returns earned on investment

Post-Retirement Benefits

-  On maturity, withdraw 60% of corpus, tax-free
-  Purchase a pension plan with remaining 40% of corpus

4 Benefits of Investing in National Pension System



Tax exemption on up to 10% of your salary (Basic + DA) under Section 80CCD (2)



No tax on returns earned on investment



Safe and attractive market based return



Fund management charges as low as 0.01%



Visionet | Here for Good





VOLUNTARY PROVIDENT FUND

Food Coupons For Tax Benefits



Visionet cares about employees saving and hence we facilitate our employees with an Option of food coupon.



Visionet | Here for Good



INCOME TAX

SAVING OPTIONS

- DRESS ALLOWANCE
(Original Bills Required)
- FUEL REIMBURSEMENT
(Own Car RC Copy Required)

Visionet | Here for Good





Nov 08, 2022

Dara Venkata Sai,
Bangalore

Offer Letter

Dear Dara Venkata Sai,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of “**Trainee Engineer**” with Visionet Systems Pvt. Ltd. at our **Bangalore headoffice VSPL** office.

Your date of joining shall be **on or before September 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation **on or before November 10, 2022** post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

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- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

We look forward to having you in our team and our mutual success.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Dara Venkata Sai
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

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Name	Dara Venkata Sai	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Dara Venkata Sai
(Signature & Date)

Visionet Systems Private Limited

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EMPLOYEE BENEFITS

VISIONET





Mobile Bill Allowance

"Good communication can boost teamwork and lead to better project collaboration."

Visionet is giving Mobile Bill Allowance to all the employees for maintaining effective communication.



Visionet | Here for Good



Team Lunch Allowance



Visionet gives the opportunity to exchange the views in informal and relaxed environment while enjoying sumptuous lunch/dinner with the team members.

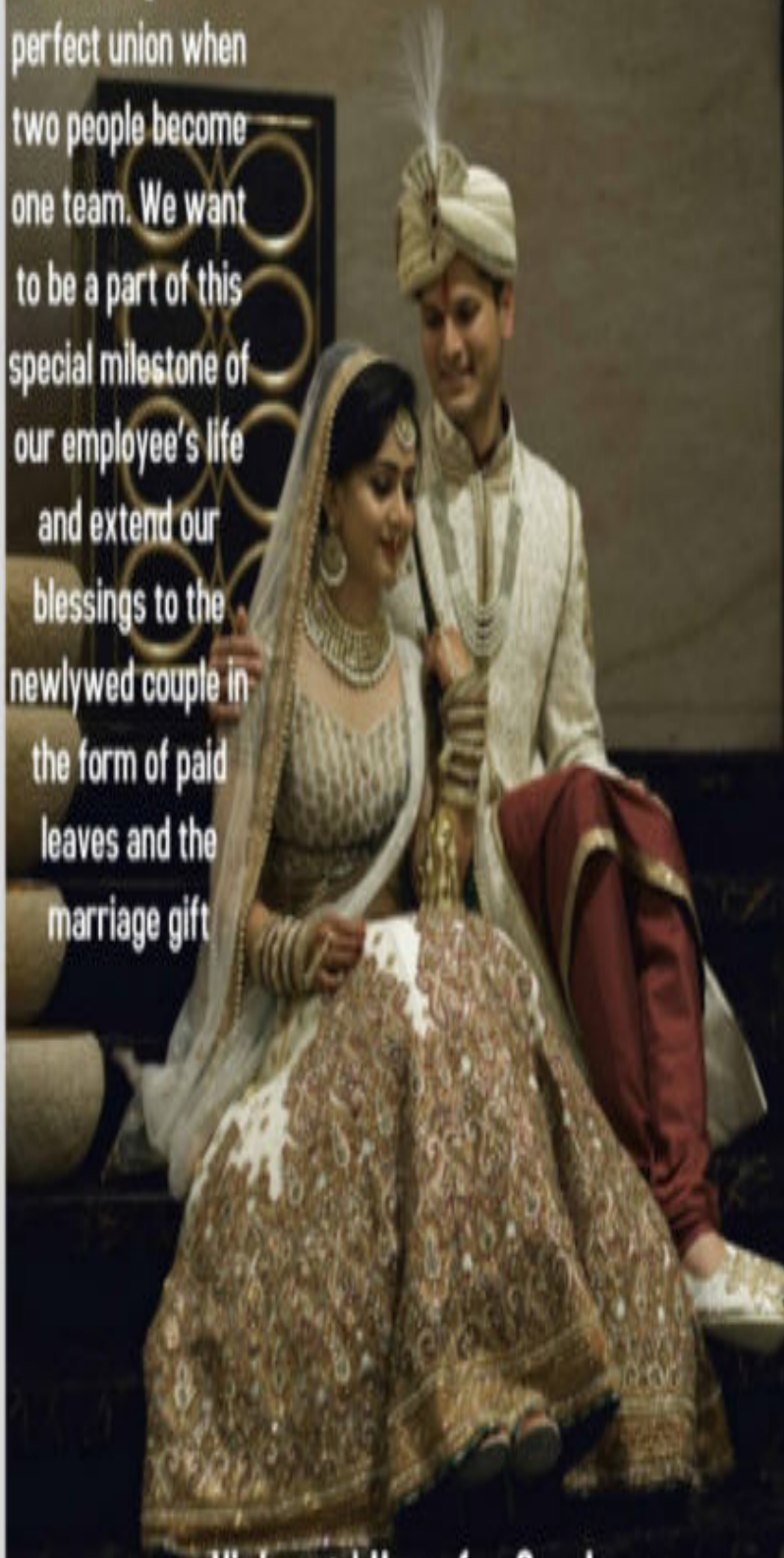
Visionet | Here for Good



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Marriage Gift & Leave

A marriage is a perfect union when two people become one team. We want to be a part of this special milestone of our employee's life and extend our blessings to the newlywed couple in the form of paid leaves and the marriage gift



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Visionet | Here for Good

Paternity Leave



Visionet | Here for Good

Having a child is a precious gift & this comes along with some responsibility.

We understand the need of our employees and are committed to support them in this important phase of life by facilitating them with paid Paternity leaves.





Leave
Benefits
For Employees

- ✓ Unlimited carry forward of EL
- ✓ 6 CL will be carry forwarded to next calender year

Visionet | Here for Good



YOUR HEALTH IS OUR PRIORITY

We are covering our employees under the **GROUP MEDICAL INSURANCE POLICY** to avail the medical benefits.

Medical Services

- ✓ EMPLOYEES ARE COVERED FROM THE DAY ONE
- ✓ PRE EXISTING DISEASE COVERED
- ✓ COVID HOME CARE TREATMENT
- ✓ CASHLESS TREATMENT
- ✓ PAN INDIA HOSPITALS COVERAGE

Visionet | Here for Good



GMC Top-Up Policy

Employees can opt for the GMC Top-Up Policy to enhance additional medical benefit coverage for Self and Dependents.





Hospitalization Leave

Your Health First

Visionet is committed to support their employees in difficult times.

Hence, to support our employees we offer income protection in the form of unlimited paid leaves during hospitalization & post-hospitalization leaves of seven days so, that they can regain their vitality before resuming work.

Visionet | Here for Good



Bereavement Support

Loss of a family member is never easy—neither is going back to work when you're grieving. Visionet systems has a commitment to support the employees through their grief by ensuring that bereaved employee can be brought back to normal life.

Visionet will continue to stand with its employee by extending monetary support and paid leaves based on the tenure with VSPL.

Visionet | Here for Good



Group Term Life Insurance

For Your Family

Protecting your family is Our Priority.
So we are covering our employees with a
Group Term Life Insurance from the day
One of their employment with us.

Visionet | Here for Good



TAX BENEFITS

Apr	May
1.1%	1.1%

Mar	Apr
15,000	13,000
24,000	19,000
31,000	24,700
37,000	31,000
43,000	37,000

Visionet | Here for Good






National Pension System (Corporate Model)

Ensuring a secured retired life



BUDGET ANNOUNCEMENT



Pre-Retirement Benefits

-  Tax exemption on up to 10% of your salary (Basic+DA) under Section 80CCD (2) through corporate contribution
-  Additional tax saving on investment of ₹50,000 over and above ₹1.5 lakh under Section 80CCD (1B)
-  No tax on returns earned on investment

Post-Retirement Benefits

-  On maturity, withdraw 60% of corpus, tax-free
-  Purchase a pension plan with remaining 40% of corpus

4 Benefits of Investing in National Pension System



Tax exemption on up to 10% of your salary (Basic + DA) under Section 80CCD (2)



No tax on returns earned on investment



Safe and attractive market based return



Fund management charges as low as 0.01%



Start early for a sustainable future

Visionet | Here for Good





VOLUNTARY PROVIDENT FUND

Food Coupons For Tax Benefits



Visionet cares about employees saving and hence we facilitate our employees with an Option of food coupon.



Visionet | Here for Good



INCOME TAX

SAVING OPTIONS

- DRESS ALLOWANCE
(Original Bills Required)
- FUEL REIMBURSEMENT
(Own Car RC Copy Required)

Visionet | Here for Good





Nov 08, 2022

Ibrahim Shariff,
Bangalore

Offer Letter

Dear Ibrahim Shariff,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our **Bangalore headoffice VSPL** office.

Your date of joining shall be **on or before September 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation **on or before November 10, 2022** post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

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www.visionetsystems.com





- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

We look forward to having you in our team and our mutual success.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Ibrahim Shariff
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

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Name	Ibrahim Shariff	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Ibrahim Shariff
(Signature & Date)

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Visionet | Here for Good

EMPLOYEE BENEFITS

VISIONET





Mobile Bill Allowance

"Good communication can boost teamwork and lead to better project collaboration."

Visionet is giving Mobile Bill Allowance to all the employees for maintaining effective communication.



Visionet | Here for Good



Team Lunch Allowance



Visionet gives the opportunity to exchange the views in informal and relaxed environment while enjoying sumptuous lunch/dinner with the team members.

Visionet | Here for Good



MARRIAGE

Marriage Gift & Leave

A marriage is a perfect union when two people become one team. We want to be a part of this special milestone of our employee's life and extend our blessings to the newlywed couple in the form of paid leaves and the marriage gift.

BENEFITS

Visionet | Here for Good

Paternity Leave

Having a child is a precious gift & this comes along with some responsibility. We understand the need of our employees and are committed to support them in this important phase of life by facilitating them with paid Paternity leaves.

Visionet | Here for Good





Leave
Benefits
For Employees

- ✓ Unlimited carry forward of EL
- ✓ 6 CL will be carry forwarded to next calender year

YOUR HEALTH IS OUR PRIORITY

We are covering our employees under the **GROUP MEDICAL INSURANCE POLICY** to avail the medical benefits.

Medical Services

- ✓ EMPLOYEES ARE COVERED FROM THE DAY ONE
- ✓ PRE EXISTING DISEASE COVERED
- ✓ COVID HOME CARE TREATMENT
- ✓ CASHLESS TREATMENT
- ✓ PAN INDIA HOSPITALS COVERAGE

Visionet | Here for Good



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Hospitalization Leave

Your Health First

Visionet is committed to support their employees in difficult times.

Hence, to support our employees we offer income protection in the form of unlimited paid leaves during hospitalization & post-hospitalization leaves of seven days so, that they can regain their vitality before resuming work.

Visionet | Here for Good



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Visionet | Here for Good



Group Term Life Insurance

For Your Family

Protecting your family is Our Priority.
So we are covering our employees with a
Group Term Life Insurance from the day
One of their employment with us.

Visionet | Here for Good



TAX BENEFITS

Apr	May
1.2%	1.2%

Mar	Apr
1.1%	1.1%

1.1%	1.1%
1.1%	1.1%
1.1%	1.1%
1.1%	1.1%
1.1%	1.1%



Visionet | Here for Good






National Pension System (Corporate Model)

Ensuring a secured retired life



BUDGET ANNOUNCEMENT



Pre-Retirement Benefits

-  Tax exemption on up to 10% of your salary (Basic + DA) under Section 80CCD (2) through corporate contribution
-  Additional tax saving on investment of ₹50,000 over and above ₹1.5 lakh under Section 80CCD (1B)
-  No tax on returns earned on investment

Post-Retirement Benefits

-  On maturity, withdraw 60% of corpus, tax-free
-  Purchase a pension plan with remaining 40% of corpus

4 Benefits of Investing in National Pension System



Tax exemption on up to 10% of your salary (Basic + DA) under Section 80CCD (2)



No tax on returns earned on investment



Safe and attractive market based return



Fund management charges as low as 0.01%



Visionet | Here for Good





VOLUNTARY PROVIDENT FUND

Food Coupons For Tax Benefits



Visionet cares about employees saving and hence we facilitate our employees with an Option of food coupon.



Visionet | Here for Good



INCOME TAX

SAVING OPTIONS

- DRESS ALLOWANCE
(Original Bills Required)
- FUEL REIMBURSEMENT
(Own Car RC Copy Required)

Visionet | Here for Good





Nov 08, 2022

Kondapalli Prasant,
Bangalore

Offer Letter

Dear Kondapalli Prasant,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of “**Trainee Engineer**” with Visionet Systems Pvt. Ltd. at our **Bangalore headoffice VSPL** office.

Your date of joining shall be **on or before September 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation **on or before November 10, 2022** post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

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- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
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We look forward to having you in our team and our mutual success.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

K. Prasant

Accepted
Kondapalli Prasant
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

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www.visionetsystems.com





Name	Kondapalli Prasant	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
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Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

K. Prasant

Accepted
Kondapalli Prasant
(Signature & Date)

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Visionet | Here for Good

EMPLOYEE BENEFITS

VISIONET





Mobile Bill Allowance

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Visionet | Here for Good



Team Lunch Allowance



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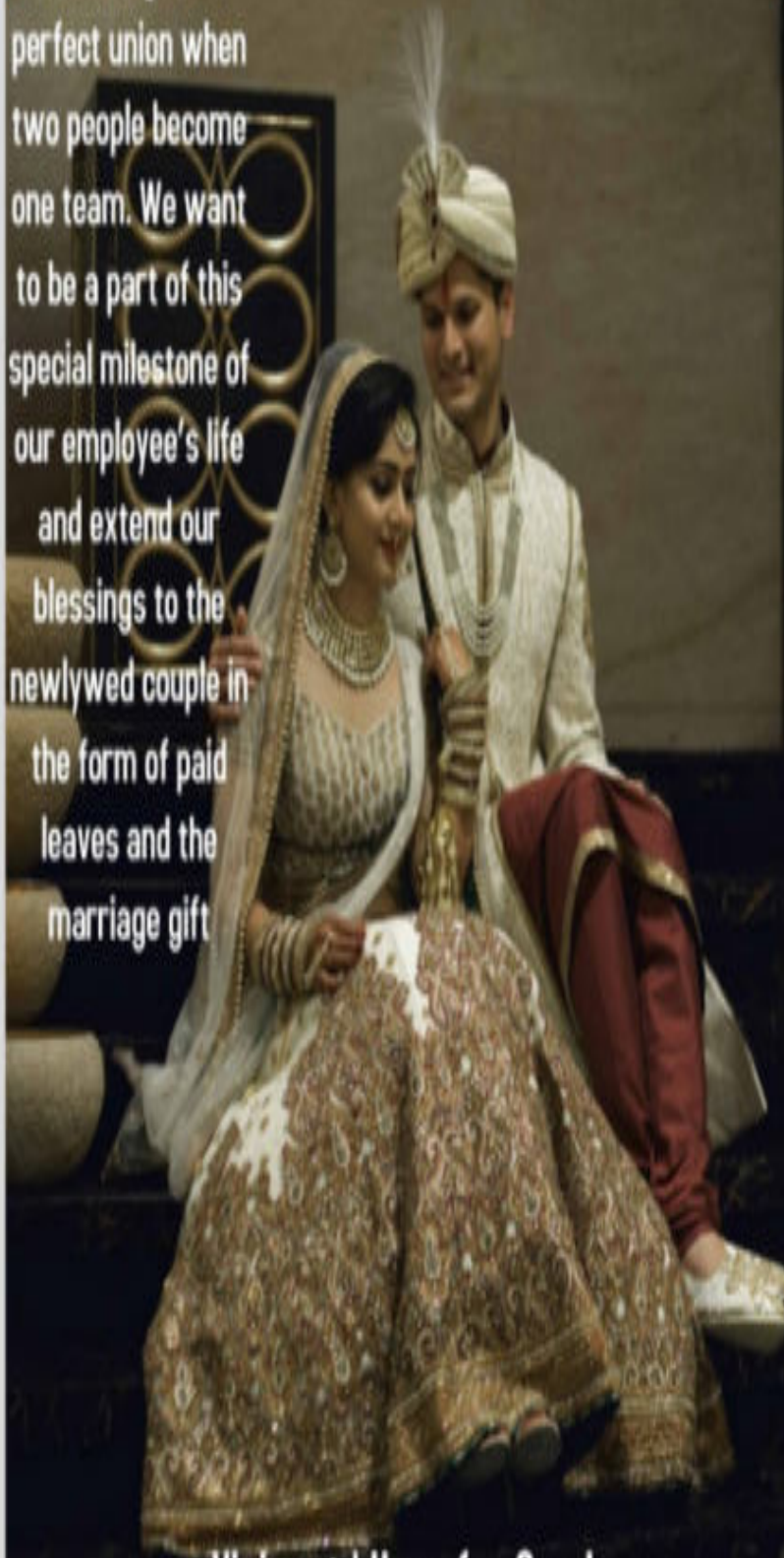
Visionet | Here for Good



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Marriage Gift & Leave

A marriage is a perfect union when two people become one team. We want to be a part of this special milestone of our employee's life and extend our blessings to the newlywed couple in the form of paid leaves and the marriage gift



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Visionet | Here for Good



Paternity Leave



Visionet | Here for Good

Having a child is a precious gift & this comes along with some responsibility.

We understand the need of our employees and are committed to support them in this important phase of life by facilitating them with paid Paternity leaves.





Leave
Benefits
For Employees

- ✓ Unlimited carry forward of EL
- ✓ 6 CL will be carry forwarded to next calender year

Visionet | Here for Good



YOUR HEALTH IS OUR PRIORITY

We are covering our employees under the **GROUP MEDICAL INSURANCE POLICY** to avail the medical benefits.

Medical Services

- ✓ EMPLOYEES ARE COVERED FROM THE DAY ONE
- ✓ PRE EXISTING DISEASE COVERED
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- ✓ CASHLESS TREATMENT
- ✓ PAN INDIA HOSPITALS COVERAGE

Visionet | Here for Good



GMC Top-Up Policy

Employees can opt for the GMC Top-Up Policy to enhance additional medical benefit coverage for Self and Dependents.





Hospitalization Leave

Your Health First

Visionet is committed to support their employees in difficult times.

Hence, to support our employees we offer income protection in the form of unlimited paid leaves during hospitalization & post-hospitalization leaves of seven days so, that they can regain their vitality before resuming work.

Visionet | Here for Good



Bereavement Support

Loss of a family member is never easy—neither is going back to work when you're grieving. Visionet systems has a commitment to support the employees through their grief by ensuring that bereaved employee can be brought back to normal life.

Visionet will continue to stand with its employee by extending monetary support and paid leaves based on the tenure with VSPL.

Visionet | Here for Good



Group Term Life Insurance

For Your Family

Protecting your family is Our Priority.
So we are covering our employees with a
Group Term Life Insurance from the day
One of their employment with us.

Visionet | Here for Good



TAX BENEFITS

Visionet | Here for Good






National Pension System (Corporate Model)

Ensuring a secured retired life



BUDGET ANNOUNCEMENT



Pre-Retirement Benefits

-  Tax exemption on up to 10% of your salary (Basic+DA) under Section 80CCD (2) through corporate contribution
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-  No tax on returns earned on investment

Post-Retirement Benefits

-  On maturity, withdraw 60% of corpus, tax-free
-  Purchase a pension plan with remaining 40% of corpus

4 Benefits of Investing in National Pension System



Tax exemption on up to 10% of your salary (Basic + DA) under Section 80CCD (2)



No tax on returns earned on investment



Safe and attractive market based return

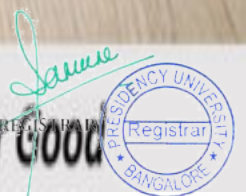


Fund management charges as low as 0.01%



Start early for a sustainable future

Visionet | Here for Good





VOLUNTARY PROVIDENT FUND

Food Coupons For Tax Benefits



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Visionet | Here for Good



INCOME TAX

SAVING OPTIONS

- DRESS ALLOWANCE
(Original Bills Required)
- FUEL REIMBURSEMENT
(Own Car RC Copy Required)

Visionet | Here for Good





Nov 08, 2022

Mude Gayathri,
Bangalore

Offer Letter

Dear Mude Gayathri,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our **Bangalore headoffice VSPL** office.

Your date of joining shall be **on or before September 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation **on or before November 10, 2022** post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

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www.visionetsystems.com

Sanne
REGISTRAR
PRESIDENCY UNIVERSITY
BANGALORE
Registrar



- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
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- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

We look forward to having you in our team and our mutual success.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Mude Gayathri
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

Registered Office : AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6669 0000

Branch Office : Module # 105, TIDEL Park, ELCOT/SEZ, Coimbatore - 641 014, INDIA. Tel : +91 422 454 7700

www.visionetsystems.com





Name	Mude Gayathri	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Mude Gayathri
(Signature & Date)

Visionet Systems Private Limited

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Branch Office : Module # 105, TIDEL Park, ELCOT/SEZ, Coimbatore - 641 014, INDIA. Tel : +91 422 454 7700

www.visionetsystems.com



Visionet | Here for Good

EMPLOYEE BENEFITS

VISIONET





Mobile Bill Allowance

"Good communication can boost teamwork and lead to better project collaboration."

Visionet is giving Mobile Bill Allowance to all the employees for maintaining effective communication.



Visionet | Here for Good



Team Lunch Allowance



Visionet gives the opportunity to exchange the views in informal and relaxed environment while enjoying sumptuous lunch/dinner with the team members.

Visionet | Here for Good



MARRIAGE

Marriage Gift & Leave

A marriage is a perfect union when two people become one team. We want to be a part of this special milestone of our employee's life and extend our blessings to the newlywed couple in the form of paid leaves and the marriage gift.

BENEFITS

Visionet | Here for Good

Paternity Leave

Having a child is a precious gift & this comes along with some responsibility. We understand the need of our employees and are committed to support them in this important phase of life by facilitating them with paid Paternity leaves.

Visionet | Here for Good





Leave
Benefits
For Employees

- ✓ Unlimited carry forward of EL
- ✓ 6 CL will be carry forwarded to next calender year

YOUR HEALTH IS OUR PRIORITY

We are covering our employees under the **GROUP MEDICAL INSURANCE POLICY** to avail the medical benefits.

Medical Services

- ✓ EMPLOYEES ARE COVERED FROM THE DAY ONE
- ✓ PRE EXISTING DISEASE COVERED
- ✓ COVID HOME CARE TREATMENT
- ✓ CASHLESS TREATMENT
- ✓ PAN INDIA HOSPITALS COVERAGE

Visionet | Here for Good



GMC Top-Up Policy

Employees can opt for the GMC Top-Up Policy to enhance additional medical benefit coverage for Self and Dependents.





Hospitalization Leave

Your Health First

Visionet is committed to support their employees in difficult times.

Hence, to support our employees we offer income protection in the form of unlimited paid leaves during hospitalization & post-hospitalization leaves of seven days so, that they can regain their vitality before resuming work.

Visionet | Here for Good



Bereavement Support

Loss of a family member is never easy—neither is going back to work when you're grieving. Visionet systems has a commitment to support the employees through their grief by ensuring that bereaved employee can be brought back to normal life.

Visionet will continue to stand with its employee by extending monetary support and paid leaves based on the tenure with VSPL.

Visionet | Here for Good



Group Term Life Insurance

For Your Family

Protecting your family is Our Priority.
So we are covering our employees with a
Group Term Life Insurance from the day
One of their employment with us.

Visionet | Here for Good



TAX BENEFITS

Apr	May
1.2%	1.2%

Mar	Apr
1.1%	1.1%

1.1%	1.1%
1.1%	1.1%
1.1%	1.1%
1.1%	1.1%
1.1%	1.1%



Visionet | Here for Good






National Pension System (Corporate Model)

Ensuring a secured retired life



BUDGET ANNOUNCEMENT



Pre-Retirement Benefits

-  Tax exemption on up to 10% of your salary (Basic + DA) under Section 80CCD (2) through corporate contribution
-  Additional tax saving on investment of ₹50,000 over and above ₹1.5 lakh under Section 80CCD (1B)
-  No tax on returns earned on investment

Post-Retirement Benefits

-  On maturity, withdraw 60% of corpus, tax-free
-  Purchase a pension plan with remaining 40% of corpus

4 Benefits of Investing in National Pension System



Tax exemption on up to 10% of your salary (Basic + DA) under Section 80CCD (2)



No tax on returns earned on investment



Safe and attractive market based return



Fund management charges as low as 0.01%



Visionet | Here for Good





VOLUNTARY PROVIDENT FUND

Food Coupons For Tax Benefits



Visionet cares about employees saving and hence we facilitate our employees with an Option of food coupon.



Visionet | Here for Good



INCOME TAX

SAVING OPTIONS

- DRESS ALLOWANCE
(Original Bills Required)
- FUEL REIMBURSEMENT
(Own Car RC Copy Required)

Visionet | Here for Good





Nov 04, 2022

Nikitha P,
Bangalore

Offer Letter

Dear Nikitha P,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of “**Trainee Engineer**” with Visionet Systems Pvt. Ltd. at our **Bangalore headoffice VSPL** office.

Your date of joining shall be **on or before August 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation **on or before November 05, 2022** post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

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www.visionetsystems.com





- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

We look forward to having you in our team and our mutual success.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Nikitha P
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

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www.visionetsystems.com





Nov 04, 2022

Nomula Mohansatish,
Bangalore

Offer Letter

Dear Nomula Mohansatish,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of “**Trainee Engineer**” with Visionet Systems Pvt. Ltd. at our **Bangalore headoffice VSPL** office.

Your date of joining shall be **on or before August 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation **on or before November 05, 2022** post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

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- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

We look forward to having you in our team and our mutual success.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Nomula Mohansatish
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

Registered Office : AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6669 0000

Branch Office : Module # 105, TIDEL Park, ELCOT/SEZ, Coimbatore - 641 014, INDIA. Tel : +91 422 454 7700

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Name	Nomula Mohansatish	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Nomula Mohansatish
(Signature & Date)

Visionet Systems Private Limited

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Visionet | Here for Good

EMPLOYEE BENEFITS

VISIONET





Mobile Bill Allowance

"Good communication can boost teamwork and lead to better project collaboration."

Visionet is giving Mobile Bill Allowance to all the employees for maintaining effective communication.



Visionet | Here for Good



Team Lunch Allowance



Visionet gives the opportunity to exchange the views in informal and relaxed environment while enjoying sumptuous lunch/dinner with the team members.

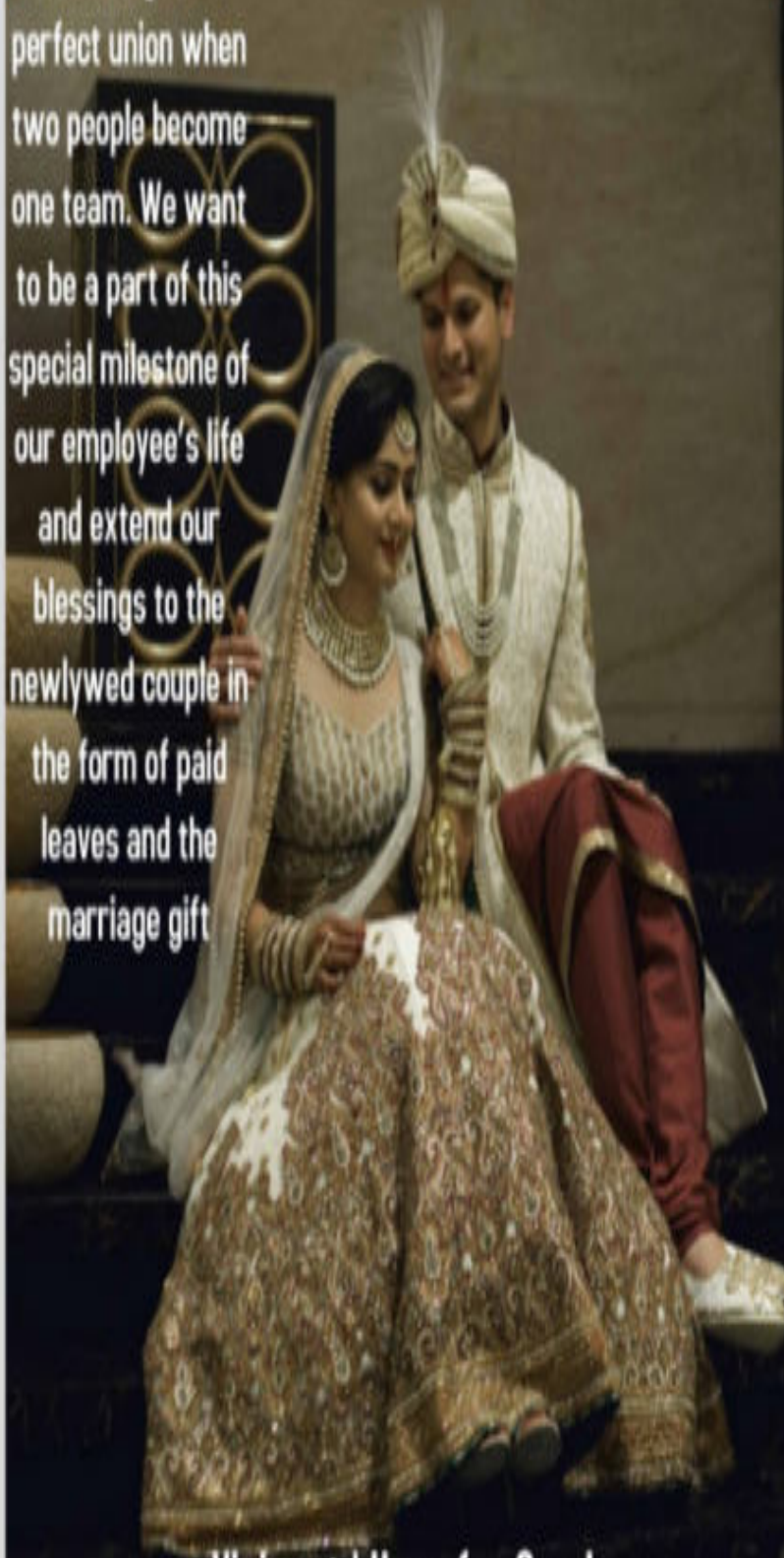
Visionet | Here for Good



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Marriage Gift & Leave

A marriage is a perfect union when two people become one team. We want to be a part of this special milestone of our employee's life and extend our blessings to the newlywed couple in the form of paid leaves and the marriage gift



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Visionet | Here for Good

Paternity Leave



Visionet | Here for Good

Having a child is a precious gift & this comes along with some responsibility.

We understand the need of our employees and are committed to support them in this important phase of life by facilitating them with paid Paternity leaves.





Leave
Benefits
For Employees

- ✓ Unlimited carry forward of EL
- ✓ 6 CL will be carry forwarded to next calender year

Visionet | Here for Good



YOUR HEALTH IS OUR PRIORITY

We are covering our employees under the **GROUP MEDICAL INSURANCE POLICY** to avail the medical benefits.

Medical Services

- ✓ EMPLOYEES ARE COVERED FROM THE DAY ONE
- ✓ PRE EXISTING DISEASE COVERED
- ✓ COVID HOME CARE TREATMENT
- ✓ CASHLESS TREATMENT
- ✓ PAN INDIA HOSPITALS COVERAGE

Visionet | Here for Good



GMC Top-Up Policy

Employees can opt for the GMC Top-Up Policy to enhance additional medical benefit coverage for Self and Dependents.





Hospitalization Leave

Your Health First

Visionet is committed to support their employees in difficult times.

Hence, to support our employees we offer income protection in the form of unlimited paid leaves during hospitalization & post-hospitalization leaves of seven days so, that they can regain their vitality before resuming work.

Visionet | Here for Good



Bereavement Support

Loss of a family member is never easy—neither is going back to work when you're grieving. Visionet systems has a commitment to support the employees through their grief by ensuring that bereaved employee can be brought back to normal life.

Visionet will continue to stand with its employee by extending monetary support and paid leaves based on the tenure with VSPL.

Visionet | Here for Good



Group Term Life Insurance

For Your Family

Protecting your family is Our Priority.
So we are covering our employees with a
Group Term Life Insurance from the day
One of their employment with us.

Visionet | Here for Good



TAX BENEFITS

Visionet | Here for Good






National Pension System (Corporate Model)

Ensuring a secured retired life



BUDGET ANNOUNCEMENT



Pre-Retirement Benefits

-  Tax exemption on up to 10% of your salary (Basic+DA) under Section 80CCD (2) through corporate contribution
-  Additional tax saving on investment of ₹50,000 over and above ₹1.5 lakh under Section 80CCD (1B)
-  No tax on returns earned on investment

Post-Retirement Benefits

-  On maturity, withdraw 60% of corpus, tax-free
-  Purchase a pension plan with remaining 40% of corpus

4 Benefits of Investing in National Pension System



Tax exemption on up to 10% of your salary (Basic + DA) under Section 80CCD (2)



No tax on returns earned on investment



Safe and attractive market based return



Fund management charges as low as 0.01%



Visionet | Here for Good





VOLUNTARY PROVIDENT FUND

Food Coupons For Tax Benefits



Visionet cares about employees saving and hence we facilitate our employees with an Option of food coupon.



Visionet | Here for Good



INCOME TAX

SAVING OPTIONS

- DRESS ALLOWANCE
(Original Bills Required)
- FUEL REIMBURSEMENT
(Own Car RC Copy Required)

Visionet | Here for Good





Nov 07, 2022

P H Pritika,
Bangalore

Offer Letter

Dear P H Pritika,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our **Bangalore headoffice VSPL** office.

Your date of joining shall be **on or before September 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation **on or before November 10, 2022** post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

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REGISTRAR




- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

We look forward to having you in our team and our mutual success.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
P H Pritika
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

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www.visionetsystems.com





Name	P H Pritika	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
P H Pritika
(Signature & Date)

Visionet Systems Private Limited

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EMPLOYEE BENEFITS

VISIONET





Mobile Bill Allowance

"Good communication can boost teamwork and lead to better project collaboration."

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Visionet gives the opportunity to exchange the views in informal and relaxed environment while enjoying sumptuous lunch/dinner with the team members.

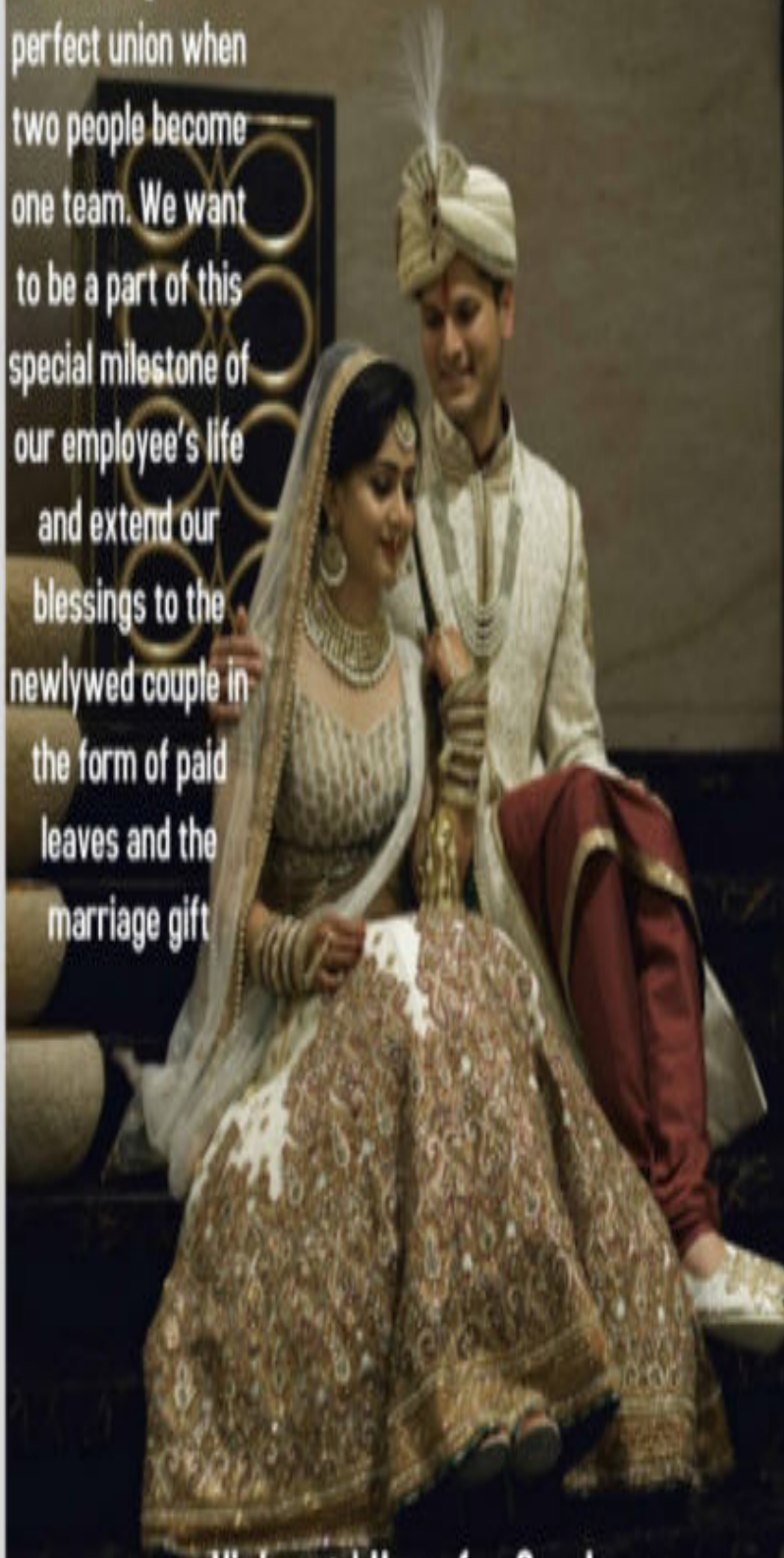
Visionet | Here for Good



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Marriage Gift & Leave

A marriage is a perfect union when two people become one team. We want to be a part of this special milestone of our employee's life and extend our blessings to the newlywed couple in the form of paid leaves and the marriage gift



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Visionet | Here for Good

Paternity Leave



Visionet | Here for Good

Having a child is a precious gift & this comes along with some responsibility.

We understand the need of our employees and are committed to support them in this important phase of life by facilitating them with paid Paternity leaves.





Leave
Benefits
For Employees

- ✓ Unlimited carry forward of EL
- ✓ 6 CL will be carry forwarded to next calender year

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GMC Top-Up Policy

Employees can opt for the GMC Top-Up Policy to enhance additional medical benefit coverage for Self and Dependents.





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Your Health First

Visionet is committed to support their employees in difficult times.

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Visionet | Here for Good



Group Term Life Insurance

For Your Family

Protecting your family is Our Priority.
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TAX BENEFITS

Apr	May
1.1%	1.1%

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15,000	13,000
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National Pension System (Corporate Model)

Ensuring a secured retired life



BUDGET ANNOUNCEMENT



Pre-Retirement Benefits

-  Tax exemption on up to 10% of your salary (Basic+DA) under Section 80CCD (2) through corporate contribution
-  Additional tax saving on investment of ₹50,000 over and above ₹1.5 lakh under Section 80CCD (1B)
-  No tax on returns earned on investment

Post-Retirement Benefits

-  On maturity, withdraw 60% of corpus, tax-free
-  Purchase a pension plan with remaining 40% of corpus

4 Benefits of Investing in National Pension System



Tax exemption on up to 10% of your salary (Basic + DA) under Section 80CCD (2)



No tax on returns earned on investment



Safe and attractive market based return

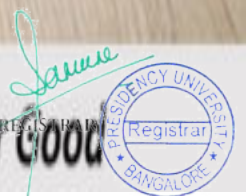


Fund management charges as low as 0.01%



Start early for a sustainable future

Visionet | Here for Good





VOLUNTARY PROVIDENT FUND

Food Coupons For Tax Benefits



Visionet cares about employees saving and hence we facilitate our employees with an Option of food coupon.



Visionet | Here for Good



INCOME TAX

SAVING OPTIONS

- DRESS ALLOWANCE
(Original Bills Required)
- FUEL REIMBURSEMENT
(Own Car RC Copy Required)

Visionet | Here for Good





Nov 08, 2022

Sarikonda Aravindh Raju,
Bangalore

Offer Letter

Dear Sarikonda Aravindh Raju,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of “**Trainee Engineer**” with Visionet Systems Pvt. Ltd. at our **Bangalore headoffice VSPL** office.

Your date of joining shall be **on or before September 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation **on or before November 10, 2022** post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

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- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

We look forward to having you in our team and our mutual success.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Sarikonda Aravindh Raju
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

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Name	Sarikonda Aravindh Raju	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Sarikonda Aravindh Raju
(Signature & Date)

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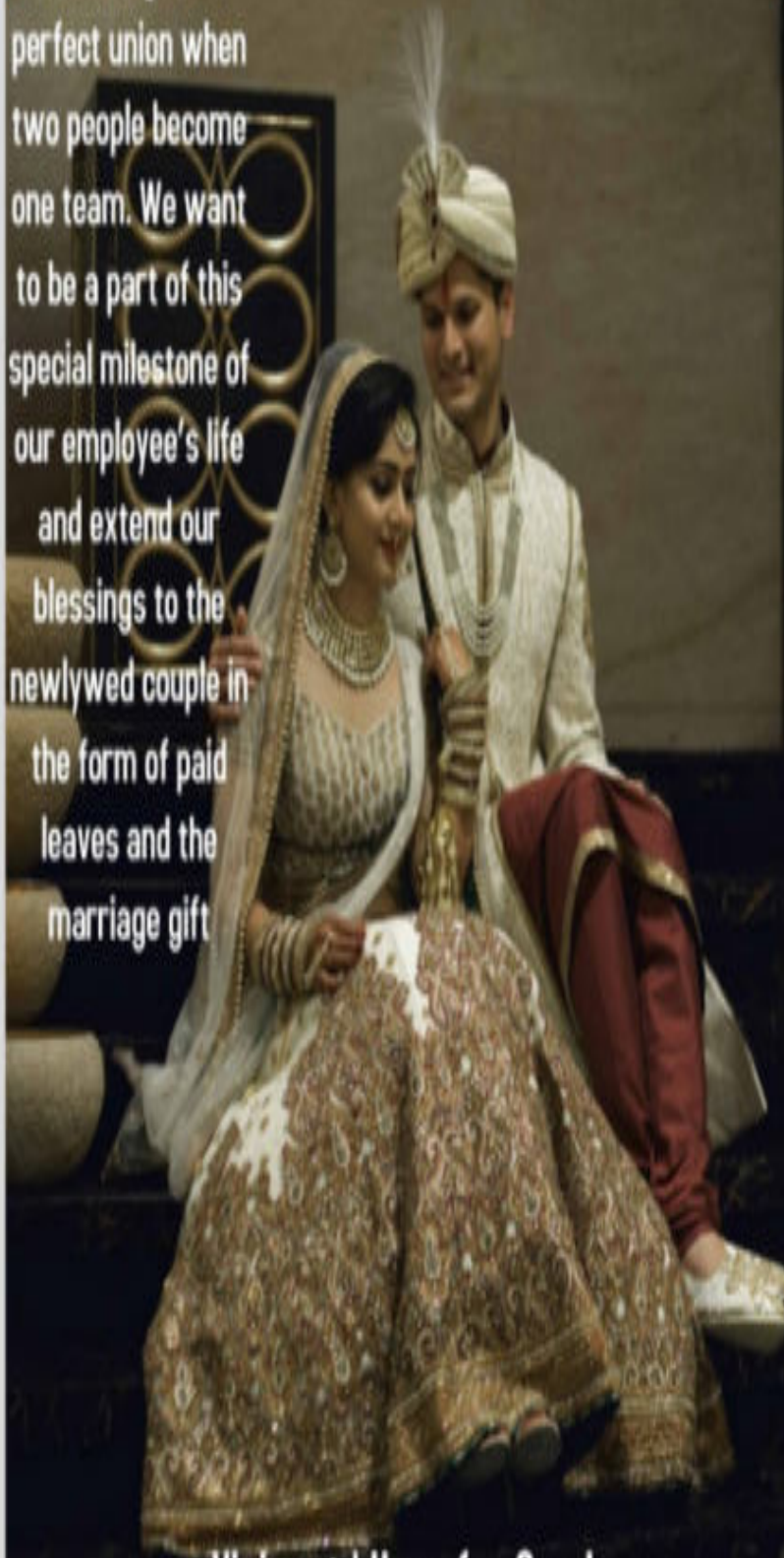
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Paternity Leave



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Benefits
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National Pension System (Corporate Model)

Ensuring a secured retired life



BUDGET ANNOUNCEMENT



Pre-Retirement Benefits

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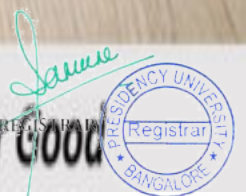


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VOLUNTARY PROVIDENT FUND

Food Coupons For Tax Benefits



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Visionet | Here for Good



INCOME TAX

SAVING OPTIONS

- DRESS ALLOWANCE
(Original Bills Required)
- FUEL REIMBURSEMENT
(Own Car RC Copy Required)

Visionet | Here for Good





Nov 08, 2022

Vennapusa Abhinay Reddy,
Bangalore

Offer Letter

Dear Vennapusa Abhinay Reddy,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of “**Trainee Engineer**” with Visionet Systems Pvt. Ltd. at our **Bangalore headoffice VSPL** office.

Your date of joining shall be **on or before September 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation **on or before November 10, 2022** post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

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- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
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We look forward to having you in our team and our mutual success.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Vennapusa Abhinay Reddy
(Signature & Date)

Annexure I: Compensation Break-Up

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Name	Vennapusa Abhinay Reddy	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
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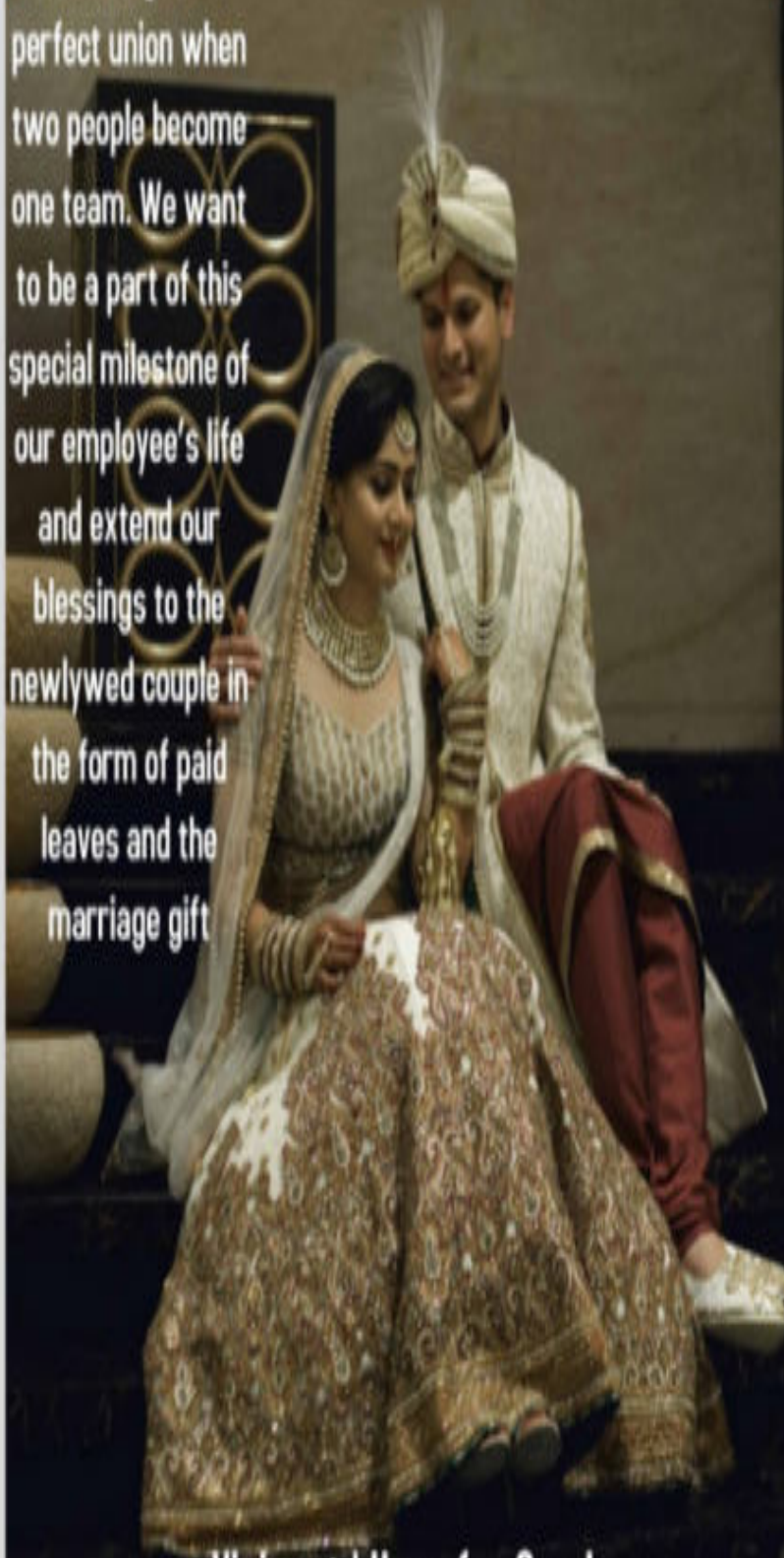
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Marriage Gift & Leave

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National Pension System (Corporate Model)

Ensuring a secured retired life



BUDGET ANNOUNCEMENT



Pre-Retirement Benefits

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INCOME TAX

SAVING OPTIONS

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(Original Bills Required)
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(Own Car RC Copy Required)

Visionet | Here for Good





Nov 08, 2022

Syed Afnanuddin,
Bangalore

Offer Letter

Dear Syed Afnanuddin,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of "Trainee Engineer" with Visionet Systems Pvt. Ltd. at our **Bangalore headoffice VSPL** office.

Your date of joining shall be **on or before September 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

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By accepting this offer, you are confirming that:

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- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

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Branch Office : Module # 105, TIDEL Park, ELCOT/SEZ, Coimbatore - 641 014, INDIA. Tel : +91 422 454 7700

www.visionetsystems.com





- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
- vii. **Verification of Details:** This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands cancelled with immediate effect.
- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

We look forward to having you in our team and our mutual success.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Syed Afnanuddin
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

Registered Office : AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6669 0000

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Name	Syed Afnanuddin	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Syed Afnanuddin
(Signature & Date)

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Visionet | Here for Good

EMPLOYEE BENEFITS

VISIONET





Mobile Bill Allowance

"Good communication can boost teamwork and lead to better project collaboration."

Visionet is giving Mobile Bill Allowance to all the employees for maintaining effective communication.



Visionet | Here for Good



Team Lunch Allowance



Visionet gives the opportunity to exchange the views in informal and relaxed environment while enjoying sumptuous lunch/dinner with the team members.

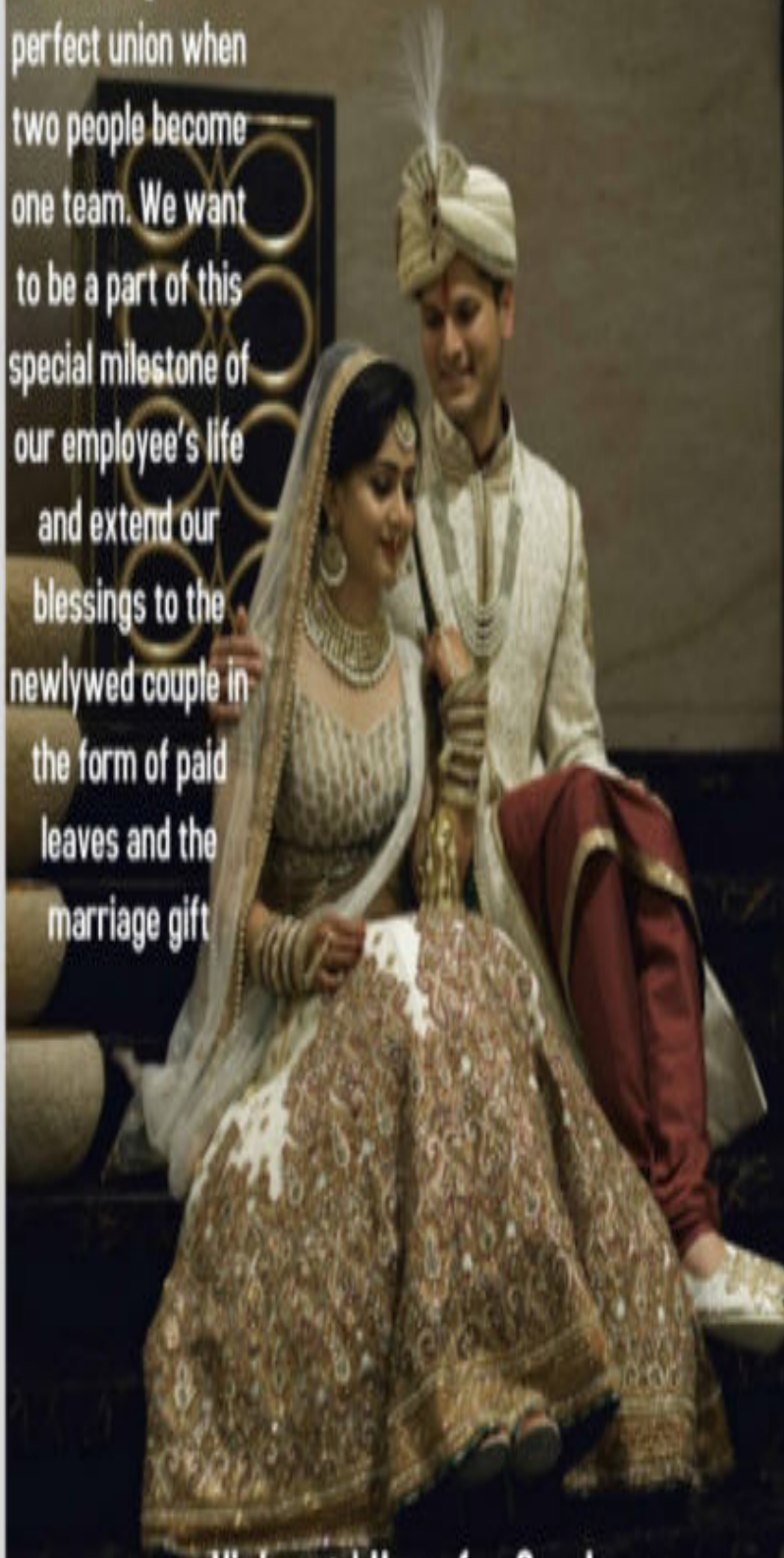
Visionet | Here for Good



MARRIAGE

Marriage Gift & Leave

A marriage is a perfect union when two people become one team. We want to be a part of this special milestone of our employee's life and extend our blessings to the newlywed couple in the form of paid leaves and the marriage gift



BENEFITS

Visionet | Here for Good

Paternity Leave



Visionet | Here for Good

Having a child is a precious gift & this comes along with some responsibility.

We understand the need of our employees and are committed to support them in this important phase of life by facilitating them with paid Paternity leaves.





Leave
Benefits
For Employees

- ✓ Unlimited carry forward of EL
- ✓ 6 CL will be carry forwarded to next calender year

Visionet | Here for Good



YOUR HEALTH IS OUR PRIORITY

We are covering our employees under the **GROUP MEDICAL INSURANCE POLICY** to avail the medical benefits.

Medical Services

- ✓ EMPLOYEES ARE COVERED FROM THE DAY ONE
- ✓ PRE EXISTING DISEASE COVERED
- ✓ COVID HOME CARE TREATMENT
- ✓ CASHLESS TREATMENT
- ✓ PAN INDIA HOSPITALS COVERAGE

Visionet | Here for Good



GMC Top-Up Policy

Employees can opt for the GMC Top-Up Policy to enhance additional medical benefit coverage for Self and Dependents.





Hospitalization Leave

Your Health First

Visionet is committed to support their employees in difficult times.

Hence, to support our employees we offer income protection in the form of unlimited paid leaves during hospitalization & post-hospitalization leaves of seven days so, that they can regain their vitality before resuming work.

Visionet | Here for Good



Bereavement Support

Loss of a family member is never easy—neither is going back to work when you're grieving. Visionet systems has a commitment to support the employees through their grief by ensuring that bereaved employee can be brought back to normal life.

Visionet will continue to stand with its employee by extending monetary support and paid leaves based on the tenure with VSPL.

Visionet | Here for Good



Group Term Life Insurance

For Your Family

Protecting your family is Our Priority.
So we are covering our employees with a
Group Term Life Insurance from the day
One of their employment with us.

Visionet | Here for Good



TAX BENEFITS

Visionet | Here for Good






National Pension System (Corporate Model)

Ensuring a secured retired life



BUDGET ANNOUNCEMENT



Pre-Retirement Benefits

-  Tax exemption on up to 10% of your salary (Basic+DA) under Section 80CCD (2) through corporate contribution
-  Additional tax saving on investment of ₹50,000 over and above ₹1.5 lakh under Section 80CCD (1B)
-  No tax on returns earned on investment

Post-Retirement Benefits

-  On maturity, withdraw 60% of corpus, tax-free
-  Purchase a pension plan with remaining 40% of corpus

4 Benefits of Investing in National Pension System



Tax exemption on up to 10% of your salary (Basic + DA) under Section 80CCD (2)



No tax on returns earned on investment



Safe and attractive market based return



Fund management charges as low as 0.01%



Start early for a sustainable future

Visionet | Here for Good





VOLUNTARY PROVIDENT FUND

Food Coupons For Tax Benefits



Visionet cares about employees saving and hence we facilitate our employees with an Option of food coupon.



Visionet | Here for Good



INCOME TAX

SAVING OPTIONS

- DRESS ALLOWANCE
(Original Bills Required)
- FUEL REIMBURSEMENT
(Own Car RC Copy Required)

Visionet | Here for Good





Nov 04, 2022

Dilip Baduwal,
Bangalore

Offer Letter

Dear Dilip Baduwal,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of “**Trainee Engineer**” with Visionet Systems Pvt. Ltd. at our **Bangalore headoffice VSPL** office.

Your date of joining shall be **on or before August 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation **on or before November 05, 2022** post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
- iii. The company is not liable for any past dues owed by you due to the termination of any previous employment.
- iv. You are not bringing in any Intellectual Property that you do not have sole ownership of.

General Provisions:

- i. **Amendment:** This Offer Letter may be amended or modified only by writing signed by both the parties.
- ii. **Assignment:** This Offer Letter may be assigned by the Company to any successor to its business or operations. Your rights hereunder may not be transferred by you except by will or by the laws of descent and distribution and except insofar as applicable law may otherwise require. Any purported assignment in violation of the preceding sentence shall be void.

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- iii. **Non-Disparagement:** You will not disparage the Company or any of its affiliates, directors, officers, employees or other representatives in any manner and will in all respects avoid any negative criticism of the Company.
- iv. **Devote time:** You agree to devote all of your business time and attention to the business and affairs of the Company and to discharging the responsibilities assigned to you. This shall not preclude you engaging in charitable activities and community affairs, and managing your personal affairs, so long as these activities do not interfere with the performance of your duties and responsibilities as the Company's bonafide employee.
- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
- vi. **Force Majeure:** If during the period of issuing the Offer letter, due to labour disputes, government regulations, or because of the failure of broadcasting facilities due to war or other calamity, pandemic (collectively, "Force Majeure") the Company in good faith believes it is unable to utilize your services, the Company shall have the right to suspend the Offer Letter for the duration of such Force Majeure, or for any part thereof, and no compensation will be paid or accrue to you during any such period of suspension; provided that such suspension shall end as soon as such Force Majeure terminates.
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- viii. **Non-Disclosure:** You agree to sign and be bound by the terms of the Non-Disclosure, Non Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You also hereby agree to comply with the terms of any policies of the Company relating to the protection of confidential information from time to time. You are also required to strictly maintain as confidential and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the Company except your immediate superior. Any disclosure of confidential information will be considered serious misconduct and breach of the terms of your employment.

We look forward to having you in our team and our mutual success.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Dilip Baduwal
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

Registered Office : AMR Tech Park, # 23 & 24, Hosur Main Road, Bangalore - 560 068, INDIA. Tel: +91 80 6669 0000

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www.visionetsystems.com





Name	Dilip Baduwal	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
Provident Fund	1,736	20,837
Gratuity	696	8,352
Medical Insurance Premium	1,400	16,800
Incentives		
Annual Retention Bonus		50,000
ANNUAL TOTAL COST TO THE COMPANY		400,000

Notes:

Annual Retention Bonus: This amount will be paid upon successful completion of 1 year. At the time of pay-out, you should be active on our rolls and should not be serving notice period.

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Senthil Velmurugan K
Director, Human Resources

Accepted
Dilip Baduwal
(Signature & Date)

Visionet Systems Private Limited

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www.visionetsystems.com





Nov 04, 2022

Amini M,
Bangalore

Offer Letter

Dear Amini M,

Congratulations! Subsequent to our discussions, we are pleased to offer you the position of “**Trainee Engineer**” with Visionet Systems Pvt. Ltd. at our **Bangalore headoffice VSPL** office.

Your date of joining shall be **on or before August 01, 2023**.

The detailed break-up of your compensation and the incentive structure is provided in the Annexure. The terms of the offer shall be included in your appointment letter, which will be issued upon your joining the company.

You have been offered on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

This offer will be valid subject to successful clearance of your pre-employment background verification and reference checks as applicable. Your written consent and requisite copies of documents are necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for the pre-employment background check within two business days from the date of acceptance of our offer of employment.

If you decide to accept the offer, please send us your written confirmation **on or before November 05, 2022** post this date, this offer will automatically stand canceled. The date of joining may change subject to unforeseen events including Act of God, Lockdown, Pandemic and/or any of the Force Majeure event as explained in clause vi.

By accepting this offer, you are confirming that:

- i. You have terminated or in the process of termination of your employment with your previous/current employer (if any) in compliance with their terms and conditions.
- ii. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the company or taking up this position with this company.
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- v. **Accountable for Social Conduct:** If you commits any act or become involved in any situation, or occurrence, which degrades you in society, or brings you into public disrepute, contempt, scandal or ridicule, or which justifiably shocks, insults or offends the community, or which reflects negatively upon you , the Company, a sponsor or a licensee of the Company's stations, or if publicity is given to any such conduct, commission or involvement on the part of you, which occurred prior to the date of this Agreement, the Company shall have the right to revoke the Offer Letter immediately.
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We look forward to having you in our team and our mutual success.

Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Amini M
(Signature & Date)

Annexure I: Compensation Break-Up

Visionet Systems Private Limited

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VISIONET

Name	Amini M	
Designation	Trainee Engineer	
Particulars	Monthly (INR)	Annual (INR)
Fixed Components		
Basic Salary	14,470	173,640
Special Allowance	2,424	29,087
House Rent Allowance	7,235	86,820
Statutory Bonus	1,205	14,464
Company Contributions		
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Yours sincerely,

Senthil Velmurugan K
Director, Human Resources

Accepted
Amini M
(Signature & Date)

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Visionet | Here for Good

EMPLOYEE BENEFITS

VISIONET





Mobile Bill Allowance

"Good communication can boost teamwork and lead to better project collaboration."

Visionet is giving Mobile Bill Allowance to all the employees for maintaining effective communication.



Visionet | Here for Good



Team Lunch Allowance



Visionet gives the opportunity to exchange the views in informal and relaxed environment while enjoying sumptuous lunch/dinner with the team members.

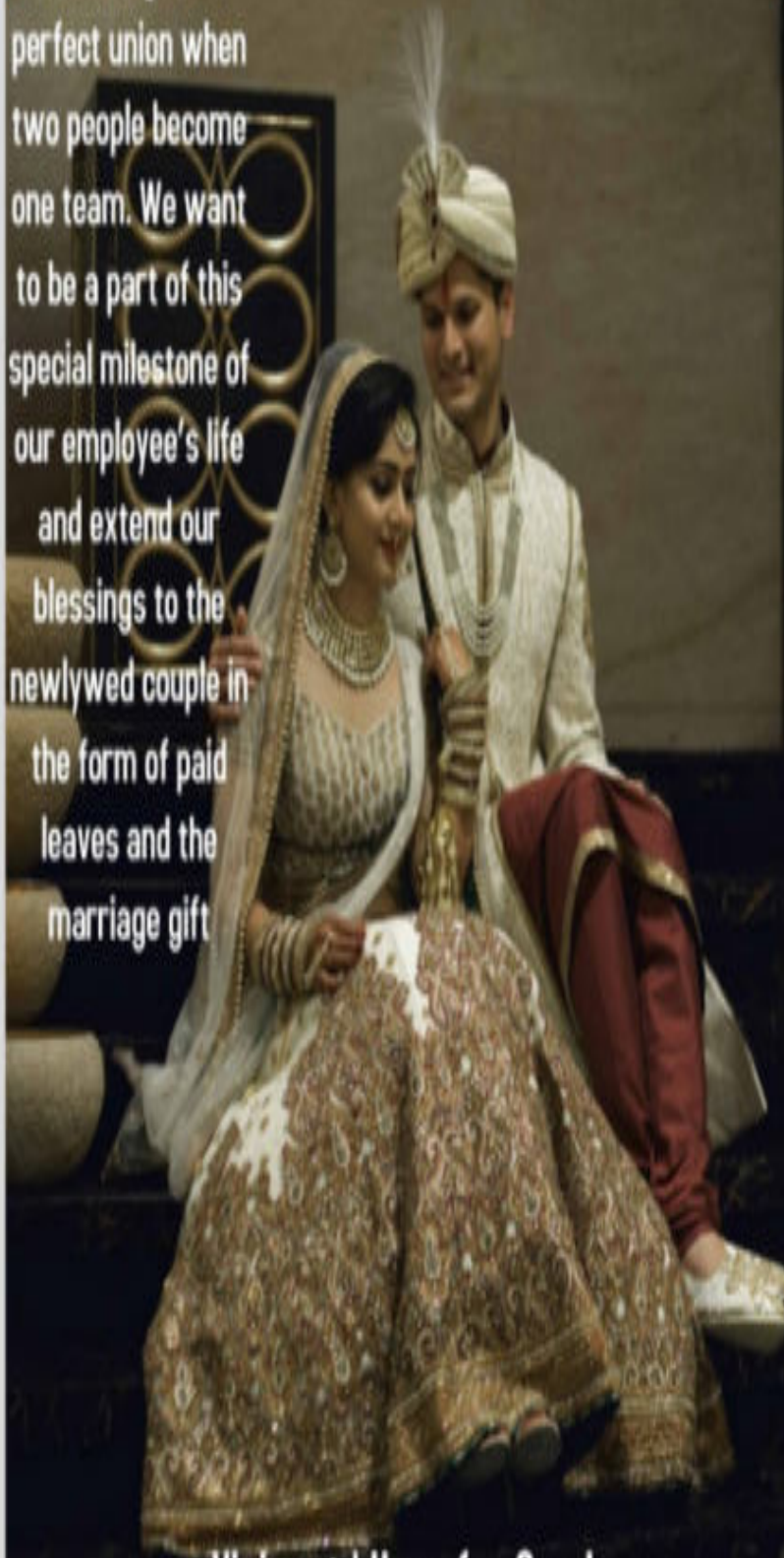
Visionet | Here for Good



MARRIAGE

Marriage Gift & Leave

A marriage is a perfect union when two people become one team. We want to be a part of this special milestone of our employee's life and extend our blessings to the newlywed couple in the form of paid leaves and the marriage gift



BENEFITS

Visionet | Here for Good

Paternity Leave



Visionet | Here for Good

Having a child is a precious gift & this comes along with some responsibility.

We understand the need of our employees and are committed to support them in this important phase of life by facilitating them with paid Paternity leaves.





Leave
Benefits
For Employees

- ✓ Unlimited carry forward of EL
- ✓ 6 CL will be carry forwarded to next calender year

Visionet | Here for Good



YOUR HEALTH IS OUR PRIORITY

We are covering our employees under the **GROUP MEDICAL INSURANCE POLICY** to avail the medical benefits.

Medical Services

- ✓ EMPLOYEES ARE COVERED FROM THE DAY ONE
- ✓ PRE EXISTING DISEASE COVERED
- ✓ COVID HOME CARE TREATMENT
- ✓ CASHLESS TREATMENT
- ✓ PAN INDIA HOSPITALS COVERAGE

Visionet | Here for Good



GMC Top-Up Policy

Employees can opt for the GMC Top-Up Policy to enhance additional medical benefit coverage for Self and Dependents.





Hospitalization Leave

Your Health First

Visionet is committed to support their employees in difficult times.

Hence, to support our employees we offer income protection in the form of unlimited paid leaves during hospitalization & post-hospitalization leaves of seven days so, that they can regain their vitality before resuming work.

Visionet | Here for Good



Bereavement Support

Loss of a family member is never easy—neither is going back to work when you're grieving. Visionet systems has a commitment to support the employees through their grief by ensuring that bereaved employee can be brought back to normal life.

Visionet will continue to stand with its employee by extending monetary support and paid leaves based on the tenure with VSPL.

Visionet | Here for Good



Group Term Life Insurance

For Your Family

Protecting your family is Our Priority.
So we are covering our employees with a
Group Term Life Insurance from the day
One of their employment with us.

Visionet | Here for Good



TAX BENEFITS

Visionet | Here for Good






National Pension System (Corporate Model)

Ensuring a secured retired life



BUDGET ANNOUNCEMENT



Pre-Retirement Benefits

-  Tax exemption on up to 10% of your salary (Basic+DA) under Section 80CCD (2) through corporate contribution
-  Additional tax saving on investment of ₹50,000 over and above ₹1.5 lakh under Section 80CCD (1B)
-  No tax on returns earned on investment

Post-Retirement Benefits

-  On maturity, withdraw 60% of corpus, tax-free
-  Purchase a pension plan with remaining 40% of corpus

4 Benefits of Investing in National Pension System



Tax exemption on up to 10% of your salary (Basic + DA) under Section 80CCD (2)



No tax on returns earned on investment



Safe and attractive market based return



Fund management charges as low as 0.01%



Start early for a sustainable future

Visionet | Here for Good





VOLUNTARY PROVIDENT FUND

Food Coupons For Tax Benefits



Visionet cares about employees saving and hence we facilitate our employees with an Option of food coupon.



Visionet | Here for Good



INCOME TAX

SAVING OPTIONS

- DRESS ALLOWANCE
(Original Bills Required)
- FUEL REIMBURSEMENT
(Own Car RC Copy Required)

Visionet | Here for Good





Offer: Computer Consultancy
Ref: TCSL/DT20222911793/Bangalore
Date: 21/12/2022

Mr. Balaji DI
No-B218,2nd Floor ,Slv Suhas CelestiaAbbigere,
Abbigere Park,
Bengaluru-560090,
Karnataka.
Tel# -

Dear Balaji DI,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL).You have successfully completed our initial selection process for 'TCS Digital' and we are pleased to make you an offer of employment.

You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

Your gross salary including all benefits and Retention Incentive will be INR **7,00,022/-** per annum, as per the terms and conditions set out herein.Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after

TCS Confidential
TCSL/DT20222911793

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com





completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of INR **15,000/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be INR **7,500/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of INR **500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



4. Personal Allowance

You will be eligible for a monthly personal allowance of INR 17,272/- per month. This component is subject to review and may change as per TCSL's compensation policy.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of INR 4,300/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Performance Bonus

Your Performance Bonus will be INR 3,100/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Performance Bonus is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Performance Bonus.

This payment shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of INR 400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of INR 70,000/- payable to you on an annual basis. This component is in appreciation of continuity of your service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.



OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to INR **6,000/-** per insured person per annum and basic hospitalization expenses up to INR **2,00,000/-** per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for INR **12,00,000/-** as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of INR **250/-** will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

TCS Confidential

TCSL/DT20222911793

TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India

Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs if any during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.



2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

3. Probation Period

You will be on probation for three months. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory or the Back Ground Check turns out negative.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you to any of its offices, 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.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your probation or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.



9. Confidentiality Agreement

As part of your acceptance of this offer as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This confidentiality Clause shall survive the termination or earlier determination of your appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training. This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.



13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.



18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of probation/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer



The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.



23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 3 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TCS Confidential
TCSL/DT20222911793

TATA CONSULTANCY SERVICES

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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GROSS SALARY SHEET

Annexure 1

Name	Balaji DI
Designation	Systems Engineer
Institute Name	Presidency University

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Performance Bonus*	3,100	37,200
3) City Allowance	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
TOTAL GROSS	51,844	7,00,022
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264





Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.