

Wipro Campus Update_LOI

Inbox



Campus HR Team 21/6/2021

to me v



June 21, 2021

Dear PRANITHA P ,
Resume Number - 20830067

Based on our discussion with you, we would like to inform you of our intent to offer you the role of **Scholar Trainee- Work Integrated Learning Program** which will be in Career Band **WASE/WIMS** of the organization.

The stack for this role is detailed below.
Do reach out to us should you have any clarifications.

Period	Scholarship	ESI	Consolidated Scholarship* (INR Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

HRD/2T/1002109286/21-22


Ms. Pranitha P

#2, Manjushri nilaya, 3rd main, 1st cross, havanoor extn
Nagasandra post
Bangalore-560073
India

Ph: +91-9663905721

Dear Pranitha,

Welcome to Infosys!



Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,



RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
richard_lobo@infosys.com, Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.11.02 21:51:44 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
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November 2, 2021

HRD/1002109286/21-22

Ms. Pranitha P
#2, Manjushri nilaya, 3rd main, 1st cross, havanoor extn
Nagasandra post
Bangalore-560073
India

Ph: +91-9663905721

Dear Pranitha,

Congratulations! We are delighted to make you an offer as **Operations Executive - Trainee** and your role is **Operations Executive** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **25-Nov-2021**.

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

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

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

Agreement

Our offer to you as **Operations Executive** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condemnation of delay in submission of the same will be at the Company's discretion.

Passport and Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining duty. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

Compensation and Benefits

Salary

Your Total Gross Salary will be INR 18,581 per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I.

In addition to your gross salary, you will receive an additional Personal Allowance of INR 461 per month. This allowance will be paid to you during your probation period, on the condition that your base location remains Bangalore/Mysore/Mangalore/Hubli. This allowance will be discontinued in case of a change in your base location due to official or personal reasons or upon confirmation (whichever is earlier).

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 500,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of INR 6,200,000 of which INR 3,200,000 is covered towards natural death, and INR 3,000,000 towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of INR 250 and fixed monthly contribution of INR 200. The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as an **Operations Executive** is conditional upon your having fully completed your graduation, without any active backlog papers. Your simple average should not be less than what was specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure III).

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



Re: **Campus Recruitment - Letter of Intent (LOI)**

Dear Pranitha P,

Congratulations!

We, EIT Services India Private Limited (DXC Technology) are pleased to inform that you have successfully completed the selection process conducted by DXC Technology India. This letter is to confirm that we intend to offer a "**Senior Assistant**" competency level opportunity to you, on the following key terms and conditions:

1. You would be on a probation period of six months from the date of your joining DXC Technology India.
2. Your designation at the time of joining would be **Senior Assistant**.
3. Your total annual Cost to Company (CTC) would be amounting to INR 2,60,000/- (Rupees Two Lakhs Sixty Thousand only).

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 LOI, an offer letter with detailed terms and conditions will be issued to you.

Your joining is subject to the satisfactory verification of the information/documents furnished by you at the time of interview, in addition to the fulfillment of the eligibility criteria.

Here's wishing you a successful career with DXC Technology. We look forward to welcoming you on board.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Lokendra'.

Lokendra Sethi
VP-Human Resource



BANGALORE INSTITUTE OF TECHNOLOGY

K.R.Road, V.V.Pura, Bangalore-56004.



PRANITHA P

USN NO : 1BI21MC057

Branch : MCA

Validity : 2021 - 2023



Pranitha P
Student

Pranitha P
PRINCIPAL

Appointment Letter

Date: December 14, 2022

To,

**Pranitha. P
BIT Bangalore**

Dear Pranitha.,

We are pleased to offer you the position of **Engineer** at Comviva Technologies Limited. The details of your offer are enclosed herewith.

We look forward to your association and contributions towards helping Comviva enrich lives of over a billion people with mobile solutions beyond VAS.

With best wishes and regards,



**Vaishnavi Shukla
Director - Human Resources
Date: December 14, 2022**

Enclosure: Appointment Letter

– Read, Understood & Accepted

COM/HR/OFFER/2022/3445

Date: December 14, 2022

Pranitha. P
BIT Bangalore

Appointment Letter

Dear Pranitha.,

With reference to your application for employment and subsequent interview/discussions, we are pleased to offer you employment with Comviva Technologies Limited on the below terms and conditions.

Date and Place of Posting

You will be required to join **Comviva** on or before **August 06, 2023**.

Designation

You will be designated as **Engineer at level I3 & Band I**.

Salary & Benefits

Your Total Compensation (TC) will be **INR 650000/- (Rupees Six Lakh Fifty Thousand Only) per annum**. Please refer Annexure A for details.

Job Responsibilities

Your will be expected to perform as per the duties that may be assigned to you from time by authorized representatives of the Company.

Medical Fitness

By accepting this appointment letter, you automatically declare that your existing health condition or medical history does not in any manner deem you unfit for the nature work for which you are being offered this employment.

– Read, Understood & Accepted

In the event of any deviation to the same, the Company will reserve the right to terminate your services. The Company also reserves the right to ask you to undergo any medical test, as may be deemed necessary from time to time.

Transferability & Travel

Your services can be transferred/deputed from one job to another, one shift to another, from one department to another, from one Company to another subsidiary or Sister Company in the Group anywhere in India and abroad, whether existing or likely to come in existence, at any time in future.

You will be exclusively governed by the policies and processes applicable to Comviva Technologies Limited. In case your services are transferred to a new establishment, you will be automatically governed by the rules, regulations, terms & conditions of service which are applicable to the new establishment.

During the course of business you would be required to undertake business travel. You will be required to undertake travel within the country or abroad on company work and you will be paid travel expenses for this as per the Travel Policy applicable to Comviva Technologies Limited.

Hours of Work

Your working hours will be governed by applicable law and the policies applicable to Comviva Technologies Limited. The Company reserves the sole discretion to revise the same from time to time. You will be governed by the working hours and holidays applicable based on your place of work, role and on-going business requirements. Depending on business needs, you will be required to work in rotating shifts – the same will be communicated to you in advance through the authorized representatives of the Company.

Leave

You will be entitled to paid leave as per the existing policy applicable to Comviva Technologies Limited. All leave shall require prior approval of the authorized person. But in case you have to take a leave under unforeseen circumstances, for which prior approval was not possible; immediate information through e-mail or telephone will be required to be sent to the sanctioning authority. In case you fail to do so, management will have the right to take appropriate disciplinary action.

Provident Fund & Gratuity

You will be eligible for Provident Fund and Gratuity upon commencement of your employment with Comviva Technologies Limited.

Both you and the Company shall make contributions in accordance with the provisions of the Employee Provident Fund and Miscellaneous Provisions Act 1952, if applicable.

You would be entitled to gratuity benefits after completion of five years of continuous employment in accordance with the Payment of Gratuity Act 1972. All other terms and conditions would also be as per the provisions of the Payment of Gratuity Act.

Retirement

You will automatically retire from the services of the Company on attaining the age of 58 years, or earlier, for physical or mental disability or infirmity or in case of your contracting a disease which is infectious or contagious and detrimental to others health or for continued ill-health, duly certified by the Registered Medical Practitioner as prescribed by the Company.

Relinquishing Service

In case you absent yourself from duty for seven (7) consecutive calendar days or more without prior permission/ sanction; you shall be deemed to have left and relinquished the service on your own and such relinquishment of service shall be

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deemed as a repudiation of the contract of employment by you. The Company reserves the right to take disciplinary action as deemed necessary.

Separation

The employment can be terminated by giving three month's formal notice by either side or salary (defined as basic plus FEP) in lieu of. This will be subject to complete and formal handover of all assignments, proper transitioning & knowledge transfer, submission of company documents/classified information (if any), successful completion of all on-going activities and formal relieving as per company's guidelines.

Incomplete process compliance to the same has a likely negative business consequence, and adversely impacts internal planning, opportunity cost and on many occasions affects customer deliveries and business image. In such situations, Company reserves the right to initiate strictest disciplinary/legal action if required.

In an event of breach of trust, confidentiality, willful misconduct or gross negligence on your part or any other bonafide reason; the company may terminate your services with immediate effect; without any notice, or compensation in lieu thereof.

Tax

The Company will make income tax deductions, as per the applicable taxation rules. All requirements under taxation laws, including filing of income tax returns regarding your remuneration, are and shall remain your responsibility and will have to be borne by you. The Total Compensation is inclusive of any incidence of fringe benefit tax, terms of which will be defined by the Company, if need be.

Intellectual Property Rights, Non-Disclosure Agreement, Confidential Agreement and Other General Terms of Employment

You will be subjected to Comviva Technologies Limited policies in respect to Intellectual Property Rights including the ownership and assignment in favor of Company; Non-Disclosure of Confidential Information and other General terms of employment. On the date of your joining, you will be required to sign undertakings applicable to Intellectual Property Rights, Non-Disclosure of Confidential Information Agreement, Code of Conduct, Data Security and Information Security.

You also understand that your obligations under these clauses shall survive termination of this Agreement for any reasons whatsoever, and continue to be binding after the termination of this Agreement.

You will be governed by the policies and processes as may be applicable to Comviva Technologies Limited from time to time. You will be expected to keep yourself apprised of any changes in the applicable policies and process. You will be expected to undergo refresher programs as per the frequency defined by the Company or on an ad-hoc basis, as the case may be. Ignorance shall not be pleaded as an excuse for violation of all or any part of the same.

Non-Solicitation of Employees and Clients

The Employee agrees that during the term of his employment with Comviva and for a period of two (2) years thereafter immediately following the termination of his employment with Comviva for any reason, whether with or without cause, he shall not:

1. Directly or indirectly solicit, induce, recruit or encourage any of the employees of Comviva, its subsidiaries, affiliates or any shareholders of Comviva that holds more than 10% shareholding in Comviva, to leave their employment, or join any other employment or undertake any other activity other than their employment with Comviva, its subsidiaries, affiliates or any shareholders of Comviva that holds more than 10% shareholding in Comviva respectively
2. Take away any clients or customers of Comviva, its subsidiaries or affiliates or attempt to solicit, induce, recruit, encourage or take away clients or customers of Comviva, its subsidiaries or affiliates, either for yourself or for any other entity
3. Take away or attempt to solicit, induce or encourage any prospective clients or customers or business opportunities (of Comviva or its subsidiaries or affiliates) that the Employee became aware of, during the course of his employment with Comviva

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Any questions in this regard, shall be determined by Comviva at its sole discretion. The Employee hereby agrees that the decision of Comviva in this regard shall be final and binding on him.

Other Details

Your appointment is based on your representation regarding your qualification and experience during your interview, which the Company has relied upon. The Company reserves the right to conduct your reference, background check, criminal verification, drug check, etc. at any point before or after your formal joining with the Company. You also authorize the Company to use your personal and official details for any internal purposes as required by the Company to meet its reasonable and fair business needs.

In case of any violation of Company norms/policies, and, or any discrepancy in the statement of facts, the Company reserves the right to take disciplinary action against you, including termination of services.

Please note that the Company will not be liable to honor any commitments made including but not limited to future salary increases and/or promotion to any new or existing employee by anybody in the Company or externally, either formally or informally, unless the same is confirmed by an authorized signatory of the Company in writing. An authorized signatory here would mean either someone who has signed this offer letter or someone higher than the signatory in the Human Resources hierarchy in the Company. Any such written commitments given, if any, will need to be issued as a separate addendum on the Company letterhead for such a commitment to be treated as valid.

Declaration

You understand that your appointment will be subject to the verification of your credentials, testimonials and other particulars mentioned by you in your personal data form. In case it comes to the notice of the management that the particulars given in your application are wrong, your appointment shall be deemed automatically cancelled irrespective of whether you have joined the Company or you are likely to join the services of the Company. In case you have joined the Company, you shall be liable to be discharged from the service forthwith.

This offer of appointment shall be effective from the date you join your duties at Comviva Technologies Limited.

Joining Details

On the date of joining, please report to **Ms. Apoorva Razdan** in HR department on the day of your joining at **9.00 AM**,

You are requested to carry the following documents in original and one photocopy at the time of joining. Originals are meant for verification only and the photocopy for Company's records.

- Graduation, Post Graduation and other Certificate & mark sheets
- Relieving Letter/Experience Certificate and Salary slip from last two (2) employers
- Four (4) passport size photographs
- PAN Card copy
- Passport copy

In the absence of any of the above documents, your joining will be deferred till the date on which all these documents are submitted.

Validity of Appointment Letter

You are required to provide acceptance of this appointment letter, in writing within three (3) days of receipt of this document. If you fail to provide your acceptance and/or do not join within the stipulated time, this appointment letter shall stand automatically withdrawn.

The company will not be liable to honour any commitment made including but not limited to future salary increases and/or promotion to any new joiner or existing employee by anybody in the organization or externally, either formally or informally, unless the same is confirmed by an authorised signatory of the Company in writing. An authorised signatory here would mean either someone who has signed this offer letter or someone higher

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than the signatory in the HR hierarchy in the company. Any such written commitments given, if any, will need to be issued as a separate addendum on the company letterhead for such a commitment to be treated as valid.

Please sign the duplicate copy of the appointment letter as token of your acceptance.

Thanking you,

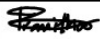
Yours truly,

For Comviva Technologies Limited



Vaishnavi Shukla
Director - Human Resources
Date: December 14, 2022

I, Ms. Pranitha. P, have read the terms and conditions of my appointment as mentioned above. I understand and accept the same without any reservation.

Name	Pranitha. P
Signature	
Date	14-12-2022
Place	Bangalore-73

– Read, Understood & Accepted

Annexure A
Compensation Structure
Pranitha. P
Designation: Engineer
Level: I3
Band: I

Components of Emoluments	Monthly Value (INR)	Annual Value (INR)
Basic Pay	16,250	195,000
Flexible Pay	23268	279221
Variable Pay*		65,000
Monthly Bonus^	6500	78000
Provident Fund (Employer's Contribution)	1,950	23,400
Gratuity		9,379
Total Compensation (TC)**		650,000

Insurance Benefits

- Life Insurance Coverage** – Comviva Technologies Limited provides a very attractive Life Insurance Program to all its India based employees (for self only). As per the current policy, you will be covered for an amount of INR 3500000/- (Rupees Thirty Five Lakhs only). Please note the insurance coverage and other conditions of this policy will vary from time to time and can be changed by the Company at its sole discretion.
- Medical Insurance Coverage (Self, Spouse and Children)** – You will be covered under a comprehensive medical insurance coverage as provided by the Company to its India based employees. This program will cover the employee, spouse and up to two dependent children. As per the current policy, you & your dependents will be covered for an amount of INR 400000/- (Rupees Four Lakhs only) – the cost of this default coverage is completely borne by the Company. The current program also allows an employee to increase the default coverage by an up to INR 600000/- (Rupees Six Lakhs only) by paying a nominal differential premium. Please note the insurance coverage and other conditions of this policy will vary from time to time and can be changed by the Company at its sole discretion.
- Medical Insurance Coverage (Parents)** – Medical costs have significantly increased and the Company believes that a corporate medical insurance program offers significantly higher benefits at a significantly competitive cost, when compared to an individual insurance policy. Hence, all India based employees are expected to mandatorily cover their parents under the Company's Medical Insurance Program applicable for Parents. As per the current policy, your parents will be covered for a default amount of INR 200000/- (Rupees Two Lakhs only). The Company bears a portion of the applicable premium, while the remaining premium will have to be borne by the employee – Company's contribution towards insurance of parents increases with tenure of the employee. The current program also allows an employee to increase the default coverage by an up to INR 600000/- (Rupees Six Lakhs only) by paying a nominal differential premium. Please note the insurance coverage and other conditions of this policy will vary from time to time and can be changed by the Company at its sole discretion.

– Read, Understood & Accepted


4. **Personal Accident Insurance** – You will also be eligible for coverage under a personal accident insurance program. Under this program, you will be covered for an amount of INR 3000000 (Rupees Thirty Lakhs only). Please note the insurance coverage and other conditions of this policy will vary from time to time and can be changed by the Company at its sole discretion.

* **Variable Pay [Performance Linked Incentive (PLI)]** – PLI is subject to the terms and conditions of the Performance Linked Incentive (PLI) program applicable for the year. Payments under the PLI program are primarily based on the Company performance. Employees who join in middle of the year are eligible for pro-rated payments. Payable amount will be pro-rated for unpaid leave, if any. The PLI incentive includes any assured statutory bonus, if applicable, which becomes payable under relevant statute for Payment of Bonus Act. Additional details will be as per the Performance Linked Incentive (PLI) program of the Company. In the event of a conflict in interpretations and terms; the PLI program applicable for the corresponding year will supersede anything mentioned in this letter.

^ **Monthly Bonus** – Paid out on monthly basis.

*** **ESIC** – Basis the eligibility criteria for your coverage under ESIC and in line with the statutory requirements and amendments thereto from time to time, your salary will be subjected to necessary deductions towards employee's contribution to ESIC. The company will make the necessary employer's contribution accordingly.

I, Ms. Pranitha. P, have read the terms and conditions mentioned in Annexure A. I understand and accept the same without any reservation.

Name	Pranitha. P
Signature	
Date	14-12-2022
Place	Bangalore-73

– Read, Understood & Accepted