

Date:24/11/2021**Intent to Offer**

Dear Kavya B S

Syntellect ID: ASBE20167808

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,



Adarsh Krishna

Deputy General Manager – Human Resource

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name:	Kavya B SBSc Mix	
Designation:	Associate Consultant	
Band & Grade:	GCM 1	
Pay and Allowance	Monthly	Yearly
Basic Pay	6,563	78,750
HRA	3,281	39,375
Basket of Allowances (BOA)	5,216	62,587
Statutory Bonus	2,033	24,400
Gross Salary	17,093	2,05,112
Provident Fund (PF)	1,657	19,888
Retirals	1,657	19,888
Cost to Company (OTE)	18,750	340,000

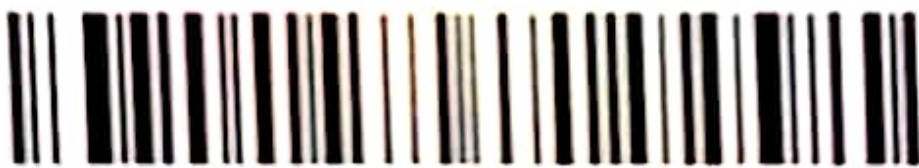
ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills - your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC



PRESIDENCY COLLEGE
(Autonomous)
Bangalore



KAVYASHREE B.S

ID: 21MCA155 Course : MCA

Validity : NOV 2021 - DEC 2023

Blood Group : O+

Principal

MRO-TEK REALTY LIMITED

Registered & Corporate Office:

No.6, New BEL Road, Chikkamaranahalli, Bangalore - 560 054, Karnataka

Ph : +91 80 42499000

Website: www.mro-tek.com SERVICE/SUPPORT : 9845035626

Email : info@mro-tek.com CIN No. L28112KA1984PLC005873 www.mro-tek.com

MROTEK[®]
Integrating Next Generation Networks

Ref: MRO/HR/4/2024/APPR/2273
May 09th, 2024

FORM Q
[See Rule No. 24 (9A)]
Appointment Letter

Ms. Kavya Shree B S (Emp. Code: 1231)
S/O Santharaju
No 90, 1st main, 5th Cross Royal Greens Layout,
Kempapura, Chikkabanavara,
Bangalore, Karnataka-560090

Dear Kavya,

- In response to your application and, further to our discussions, we are pleased to appoint you as **"Software Developer" Grade – G1** in MRO-TEK Realty Limited with effect from **May 06th, 2024** on the following terms and conditions.
 - Your Fixed emoluments/CTC will be **Rs. 3,00,010/-** per annum as per Annexure - A.
- Gratuity, as stipulated under the Payment of Gratuity Act, 1972 subject to limit as specified, from time to time, under Sec 4 thereof.
- Your place of work will ordinarily be at **Corporate office, Bangalore**, and you will be reporting to **"Assistant Manager – NMS"** of the company.
- You will be eligible for
 - Sick leave / casual leave not exceeding 10 days, calculated on calendar year basis;
 - Earned leave at one day for every twenty days actually worked, which can be utilized only after completion of your Probation period.
- That should you remain absent from your work, without any information or prior written sanction of leave, and/or without any satisfactory explanation for more than 8 consecutive days, including absence when leave though applied for but not granted, or overstaying your sanctioned leave for more than 8 consecutive days without written sanction of extension of leave by the MANAGEMENT; it will be presumed that you are no longer interested in working for the Company and that you have abandoned your job of your own accord, thereby terminating yourself your said employment. In such a case, you will not be entitled to receive any compensation, although, you will be liable to pay to the Company an amount equivalent to two months' notice pay in lieu of the requisite notice period, as if you have resigned from your service without giving prior notice.

Employee Acceptance _____