



Ref. No:TSBSL/HR/METs/2019

Date: 13/06/2019

**Mr. Bishnu Dutta Kar**

IGIT, Sarang

Email : bishnu.any@gmail.com

Mob : +91-8018718005

Dear Mr. Kar,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).**
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. **You will be under training for a period of one year from the date of your joining.** If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
4. After satisfactory completion of your training, you will be confirmed.
5. This appointment will be subject to your being found medically fit by our Medical Officer. The continuance of this appointment will also be subject to your remaining medically fit. You may also be required at any time during your training / service, to appear before a Medical Officer specified by the Company for medical examination.
6. The appointment is further subject to verification of the particulars given by you in your application form. In case any particular(s) mentioned by you in the application form for appointment are found to be false or incorrect, your services shall be terminated without any notice.
7. The company will expect you to work in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
8. You will devote your whole time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remuneratory, except with the written permission of the Management.
9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

**TATA STEEL BSL LIMITED**

(Formerly known as Bhushan Steel Limited)

Plant: Narendrapur Kusupanga Meramandali Dhenkanal 759 121 Odisha India Tel (O) 06762 300000/ 660002 / 660000

Regd. Office: Ground Floor Mira Corporate Suites Plot No. 1&2 Mathura Road Ishwar Nagar New Delhi 110065

Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942

10. You may be liable to be posted / transferred to any Unit / Branch / Section / Department of the Company, at the discretion of Management.
11. You will be eligible for Reimbursement of up to AC Third Class Railway fare for self.
12. You will be covered under Group Health Insurance (GHI) policy and Group Personal Accident (GPA) policy as per the rules of the company.
13. Notwithstanding any of the clauses of this letter of appointment, the management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.
14. You shall be required to sign and abide by the "Tata Code of Conduct" and shall undertake to sign such declarations that the policy may demand from time to time.
15. You are bound to observe Safety Rules as notified by the Company from time to time. Breach of Safety Rules/Guidelines shall be treated as misconduct and accordingly disciplinary action will be initiated in accordance to Company rules.
16. You are requested to join on **01<sup>st</sup> July, 2019**. Please bring photocopies of all your educational certificates, other testimonials and two passport size photographs at the time of joining.
17. You will report to **HR Department at Odisha Plant** for completion of all joining formalities. If there are any clarifications that you require from us, please get in touch with **Ms. Smita Anand – Human Resources** who would answer your queries. Her email id is **smita.anand@tatasteelbsl.co.in**. She may also be contacted on her mobile number **07077760848**.

Best regards,

Yours faithfully,  
For **Tata Steel BSL**



**S S Hota**  
Chief Human Resource Officer

I, Bishnu Dutta Kar, agree with the terms and conditions of my appointment with Tata Steel BSL.

Date:

Signature :



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20161984579/Kolkata**  
**Date: 05/10/2018**

Mr. Sabyasachi Das  
Plot No. 2649/4195, Khallari, Badapada Sahi,  
Angul,  
Angul-759132,  
Odisha.  
Tel# 91-9078348101

Dear Sabyasachi Das,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/CT20161984579**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India

Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: [www.tcs.com](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹10,200/- 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 ₹4,080/- 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. Personal Allowance**

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

#### **4. 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 ₹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.





## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. 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.

### **Quarterly Variable Allowance**

Your variable allowance will be ₹600/- 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.

Quarterly Variable Allowance 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 Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

## **CITY ALLOWANCE**

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

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

HIS offers the following benefits:

#### **1. Basic Cover**

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹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 ₹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 ₹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.

## **Loans**

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

## **Professional Memberships**

You will be eligible for reimbursement of expense-s 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**

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TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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. Disclaimer**

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found



unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

#### **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 at 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 traineeship 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 appointment 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 this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## **10. Service Agreement**

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

## **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.

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. 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.

## **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**

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

### **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 traineeship/service without notice.

### **19. Submission of Documents**

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a



Postgraduate)

- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

## **20. Initial Learning Programme (ILP)**

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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. 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.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

## **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. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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### **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.



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 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**

**K Ganesan**  
**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 TCSL Centres  
Annexure 3: Confidentiality and IP Terms



## GROSS SALARY SHEET

Annexure 1

|                       |   |
|-----------------------|---|
| <b>Name</b>           | <b>Sabyasachi Das</b>                           |
| <b>Designation</b>    | <b>Assistant System Engineer-Trainee</b>        |
| <b>Institute Name</b> | <b>Indira Gandhi Instt Of Technology-Sarang</b> |

Table 1: Compensation Details (All Components in INR)

| <b>Component Category</b>             | <b>Monthly</b> | <b>Annual</b>   |
|---------------------------------------|----------------|-----------------|
| <b>1) Fixed Compensation</b>          |                |                 |
| Basic Salary                          | 10,200         | 1,22,400        |
| Bouquet Of Benefits #                 | 13,000         | 1,56,000        |
| <b>2) Performance Pay**</b>           |                |                 |
| Monthly Performance Pay               | 1,700          | 20,400          |
| Quarterly Variable Allowance*         | 600            | 7,200           |
| <b>3) City Allowance</b>              | 200            | 2,400           |
| <b>4) Annual Components/Retirals</b>  |                |                 |
| Health Insurance***                   | NA             | 7,900           |
| Provident Fund                        | 1,224          | 14,688          |
| Gratuity                              | 490            | 5,887           |
| Total of Annual Components & Retirals | 1,715          | 28,475          |
| Retention Incentive                   | NA             | 0               |
| <b>TOTAL GROSS</b>                    | <b>27,415</b>  | <b>3,36,875</b> |

# 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 upon successful completion of the Initial Learning Programme.

\*\*The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

\*\*\* 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.

Table 2: TCSL defined structure for BoB (All Components in INR)

| <b>Component Category</b>        | <b>Monthly</b> | <b>Annual</b>   |
|----------------------------------|----------------|-----------------|
| House Rent Allowance             | 4,080          | 48,960          |
| Leave Travel Assistance          | 850            | 10,200          |
| Food Card                        | 500            | 6,000           |
| Personal Allowance               | 7,570          | 90,840          |
| <b>GROSS BOUQUET OF BENEFITS</b> | <b>13,000</b>  | <b>1,56,000</b> |



## Annexure 2

### Regional Offices

|   |  |
|---|--|
| <b>Ahmedabad</b><br><b>Lead -Talent Acquisition</b><br>Tata Consultancy Services<br>Infocity, Info Tower 1, 5 <sup>th</sup> Floor,<br>Airport Road, Gandhinagar - 382 009<br>Tel: 079 - 66712600<br>Fax: 079 - 66712601                             | <b>Bangalore</b><br><b>Lead -Talent Acquisition</b><br>Tata Consultancy Services<br>VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield,<br>Bangalore – 560 066<br>Tel: 080 – 67247000<br>Fax: 080 - 28410114  |
| <b>Chennai</b><br><b>Lead- Talent Acquisition</b><br>Tata Consultancy Services<br>415/21-24, Kumaran Nagar,<br>Sholinganallur, Old Mahabalipuram,<br>Chennai - 600 119, Tamil Nadu, India<br>Tel: 044 - 66162222/62194/62195<br>Fax: 044 - 66162555 | <b>Delhi</b><br><b>Lead-Talent Acquisition</b><br>Tata Consultancy Services<br>5 <sup>th</sup> Floor, PTI Building, 4, Parliament Street,<br>New Delhi - 110 001<br>Tel: 011 - 66506555<br>Fax: 011 - 23311735   |
| <b>Hyderabad</b><br><b>Lead-Talent Acquisition</b><br>Tata Consultancy Services<br>Deccan Park, No. 1 software Units Layout,<br>Madhapur, Hyderabad - 500 081<br>Tel: 040 - 66672000<br>Fax: 040 - 66672222   | <b>Kolkata</b><br><b>Lead-Talent Acquisition</b><br>TATA Consultancy Services<br>ODC 1-K-1, Gitanjali Park,<br>IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town,<br>Kolkata - 700 156, West Bengal.<br>Tel: 033 - 6653 0000<br>Fax : 033 - 6653 0003 |
| <b>Lucknow</b><br><b>Lead -Talent Acquisition</b><br>Tata Consultancy Services<br>1\1, Vibhuti Khand, Gomti Nagar,<br>Lucknow - 226 010<br>Tel: 0522 - 6661001<br>Fax: 0522 - 6661001   | <b>Mumbai</b><br><b>Lead-Talent Acquisition</b><br>Tata Consultancy Services<br>Yantra Park, Opp. Voltas HRD Trg. Center,<br>Subhash Nagar, Pokhran Road No. 2,<br>Thane( West), 400601<br>Tel: 022 - 67782000/2222<br>Fax: 022 - 67782190                 |
| <b>Pune</b><br><b>Lead-Talent Acquisition</b><br>Tata Consultancy Services<br>Niyati Tiara, Ground Floor,<br>S.No 103/A/1/129, CTS 1995, Nagar Road,<br>Yerwada, Pune - 411 006<br>Tel: 020 – 66087777<br>Fax: 020 - 66087107                       | <b>Thiruvananthapuram</b><br><b>Lead - Talent Acquisition</b><br>Tata Consultancy Services<br>Peepul Park, Technopark Campus<br>Karyavattom p.o.<br>Thiruvananthapuram - 695 581.<br>Tel - 0471- 2519400<br>Fax - 0471- 2519499                            |



## Annexure 3

### 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 Retainer/Consultant 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 Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant'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 Retainer/Consultant 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 Retainer/Consultant.





## **2. Retainer/Consultant's Obligations**

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant 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 Retainer/Consultant-ship, the Retainer/Consultant 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**

The Retainer/Consultant 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 Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant 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, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, 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 filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



#### **4. Prior knowledge**

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

#### **5. Use of third party material**

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

#### **6. Security policies and Guidelines**

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

#### **7. Restriction on Retainer/Consultant's Rights**

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

#### **8. No License**

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



## 9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

## 10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

## **11. Non-Compete**

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.





Ref. No:TSBSL/HR/METs/2019

Date: 13/06/2019

Mr. Mukti Gourav Nayak  
IGIT, Sarang

Email : mukti.gourav007@gmail.com  
Mob : +91-8763696629

Dear Mr. Nayak,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be [REDACTED] A) per month or Shared Bachelor Accommodation (wherever available).
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. You will be under training for a period of one year from the date of your joining. If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
4. After satisfactory completion of your training, you will be confirmed.
5. This appointment will be subject to your being found medically fit by our Medical Officer. The continuance of this appointment will also be subject to your remaining medically fit. You may also be required at any time during your training / service, to appear before a Medical Officer specified by the Company for medical examination.
6. The appointment is further subject to verification of the particulars given by you in your application form. In case any particular(s) mentioned by you in the application form for appointment are found to be false or incorrect, your services shall be terminated without any notice.
7. The company will expect you to work in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
8. You will devote your whole time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remuneratory, except with the written permission of the Management.
9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

**TATA STEEL BSL LIMITED**

(Formerly known as Bhushan Steel Limited)

Plant: Narendrapur, Kusupanga, Meramandali, Dhenkanal 759 121 Odisha India Tel (O) 06762 300000/ 660002 / 660000  
Regd. Office: Ground Floor Mira Corporate Suites Plot No. 1&2 Mathura Road Ishwar Nagar New Delhi 110065  
Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942





Ref. No:TSBSL/HR/METs/2019  
Date: 13/06/2019

Mr. Mukti Gourav Nayak  
IGIT, Sarang

Email : mukti.gourav007@gmail.com  
Mob : +91-8763696629

Dear Mr. Nayak,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be Rs. [REDACTED] per month or Shared Bachelor Accommodation (wherever available).
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. You will be under training for a period of one year from the date of your joining. If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
4. After satisfactory completion of your training, you will be confirmed.
5. This appointment will be subject to your being found medically fit by our Medical Officer. The continuance of this appointment will also be subject to your remaining medically fit. You may also be required at any time during your training / service, to appear before a Medical Officer specified by the Company for medical examination.
6. The appointment is further subject to verification of the particulars given by you in your application form. In case any particular(s) mentioned by you in the application form for appointment are found to be false or incorrect, your services shall be terminated without any notice.
7. The company will expect you to work in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
8. You will devote your whole time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remuneratory, except with the written permission of the Management.
9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

**TATA STEEL BSL LIMITED**

(Formerly known as Bhushan Steel Limited)

Plant: Narendrapur, Kuserpanga, Meramandali, Dhenkanal-759 121, Odisha, India. Tel (O) 06762 300000/ 060002 / 660000  
Regd. Office: Ground Floor Mira Corporate Suites Plot No. 182, Mathura Road, Ishwar Nagar New Delhi 110065  
Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No. L74899OL1983PLC014942



HRD/3T/19-20/12817719

Mr. Pratik Patra  
Candidate ID: 12817719  
At - Jiginpur,  
Po -Gobabasta  
Cuttack - 754001  
Odisha  
India  
Ph: (91) 97765 69069

July 09, 2019

Dear Pratik,

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**

**INFOSYS LIMITED**  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
[askus@infosys.com](mailto:askus@infosys.com)  
[www.infosys.com](http://www.infosys.com)

Digitally signed by RICHARD LOBO  
Date: 2019.07.09 03:24:04 +05:30  
Reason: Offer Letter  
Location: Bangalore

HRD/3T/19-20/12817719

July 09, 2019

Mr. Pratik Patra  
Candidate ID: 12817719  
At - Jiginpur,  
Po -Gobabasta  
Cuttack - 754001  
Odisha  
India  
Ph: (91) 97765 69069

Dear Pratik,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

### Joining

Your scheduled date of employment with us will be **February 17, 2020**.

### 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 Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom 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 twelve 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, for the first two years of your tenure with the Company. On completion of two years of service, subject to your 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.

## Agreement:

Our offer to you as **Systems Engineer** 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.

## Compensation and Benefits

### Salary

Your Total Gross Salary during training will be [REDACTED] and Total Gross Salary post allocation will be [REDACTED] per month. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

### Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

### 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 **2019 - 20** 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.

### Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

## National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

## 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 [REDACTED] 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 [REDACTED]. [REDACTED] is covered towards natural death, and [REDACTED] towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of [REDACTED] and fixed monthly contribution of [REDACTED].

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 months' 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 a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program **2018 -2019**. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will 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 produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

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.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

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

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

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

Yours sincerely,

**RICHARD LOBO**  
**EVP and Head Human Resources – Infosys Limited**

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: \_\_\_\_\_, 20\_\_\_\_

\_\_\_\_\_  
Sign your name

\_\_\_\_\_  
Print your name                      Location

**INFOSYS LIMITED**  
CIN: L85110KA1981PLC013115  
44, Infosys Avenue  
Electronics City, Hosur Road  
Bangalore 560 100, India  
T 91 80 2852 0261  
F 91 80 2852 0362  
askus@infosys.com  
[www.infosys.com](http://www.infosys.com)

**ANNEXURE - I**  
**(Compensation during the Training Period)**

| COMPENSATION DETAILS<br>(All figures in INR. per month)  |                          |
|--|--------------------------|
| NAME   | Mr. Pratik Patra         |
| ROLE   | Systems Engineer         |
| ROLE DESIGNATION   | Systems Engineer Trainee |
| <b>1. MONTHLY COMPONENTS</b>   |                          |
| BASIC SALARY   |                          |
| BASKET OF ALLOWANCES   |                          |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) |                          |
| MONTHLY GROSS SALARY   |                          |

|  |  |
|--|--|
| <b>2. ANNUAL COMPONENT</b>   |  |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) |  |

|                                      |  |
|--------------------------------------|--|
| <b>3. RETIRAL BENEFITS</b>           |  |
| PROVIDENT FUND - 12% of Basic Salary |  |
| GRATUITY - 4.81% of Basic Salary     |  |
| <b>FIXED GROSS SALARY (1+2+3)</b>    |  |
| <b>TOTAL GROSS SALARY</b>            |  |

| OTHER BENEFITS   |                         |          |                     |   |
|--|-------------------------|----------|---------------------|---|
| Scheme   | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money<br>(To be borne by the employee) |
| <b>SALARY LOAN</b><br>(subject to submission of Trainee Agreement)   | <br>(Without Security)  | Nil      | 12                  | Nil   |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. |                         |          |                     |   |
| * The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act   |                         |          |                     |   |

**ANNEXURE- II**  
**(Compensation post Unit allocation)**

| COMPENSATION DETAILS<br>(All figures in INR. per month)  |                          |
|--|--------------------------|
| NAME   | Mr. Pratik Patra         |
| ROLE   | Systems Engineer         |
| ROLE DESIGNATION   | Systems Engineer Trainee |
| <b>1. MONTHLY COMPONENTS</b>   |                          |
| BASIC SALARY   |                          |
| BASKET OF ALLOWANCES   |                          |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) |                          |
| MONTHLY GROSS SALARY   |                          |

|  |  |
|--|--|
| <b>2. ANNUAL COMPONENT</b>   |  |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) |  |

|   |  |
|---|--|
| <b>3. RETIRAL BENEFITS</b>              |  |
| PROVIDENT FUND - 12% of Basic Salary    |  |
| GRATUITY - 4.81% of Basic Salary        |  |
| <b>FIXED GROSS SALARY (FGS) (1+2+3)</b> |  |

| 4. INCENTIVE COMPONENTS  | At an indicative Payout of | At an indicative Payout of | At an indicative Payout of |
|--|----------------------------|----------------------------|----------------------------|
| TRAINING PERFORMANCE LINKED INCENTIVE (TPI)  |                            |                            |                            |
| <b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</b>  |                            |                            |                            |
| <b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</b> |                            |                            |                            |
| <b>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</b> |                            |                            |                            |

| OTHER BENEFITS   |                         |          |                     |   |
|--|-------------------------|----------|---------------------|---|
| Scheme   | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money<br>(To be borne by the employee) |
| <b>SALARY LOAN</b><br>(subject to submission of Trainee Agreement)   |                         | Nil      | 12                  | Nil   |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. |                         |          |                     |   |
| * The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act   |                         |          |                     |   |





Ref. No:TSBSL/HR/METs/2019

Date: 13/06/2019

**Mr. Bishnu Dutta Kar**

IGIT, Sarang

Email : bishnu.any@gmail.com

Mob : +91-8018718005

Dear Mr. Kar,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be [REDACTED] per month or Shared Bachelor Accommodation (wherever available).
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. You will be under training for a period of one year from the date of your joining. If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
4. After satisfactory completion of your training, you will be confirmed.
5. This appointment will be subject to your being found medically fit by our Medical Officer. The continuance of this appointment will also be subject to your remaining medically fit. You may also be required at any time during your training / service, to appear before a Medical Officer specified by the Company for medical examination.
6. The appointment is further subject to verification of the particulars given by you in your application form. In case any particular(s) mentioned by you in the application form for appointment are found to be false or incorrect, your services shall be terminated without any notice.
7. The company will expect you to work in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
8. You will devote your whole time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remuneratory, except with the written permission of the Management.
9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

**TATA STEEL BSL LIMITED**

(Formerly known as Bhushan Steel Limited)

Plant: Narendrapur Kusupanga Meramandali Dhenkanal 759 121 Odisha India Tel (O) 06762 300000/ 660002 / 660000

Regd. Office: Ground Floor Mira Corporate Suites Plot No. 1&2 Mathura Road Ishwar Nagar New Delhi 110065

Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942



10. You may be liable to be posted / transferred to any Unit / Branch / Section / Department of the Company, at the discretion of Management.
11. You will be eligible for Reimbursement of up to AC Third Class Railway fare for self.
12. You will be covered under Group Health Insurance (GHI) policy and Group Personal Accident (GPA) policy as per the rules of the company.
13. Notwithstanding any of the clauses of this letter of appointment, the management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.
14. You shall be required to sign and abide by the "Tata Code of Conduct" and shall undertake to sign such declarations that the policy may demand from time to time.
15. You are bound to observe Safety Rules as notified by the Company from time to time. Breach of Safety Rules/Guidelines shall be treated as misconduct and accordingly disciplinary action will be initiated in accordance to Company rules.
16. You are requested to join on **01<sup>st</sup> July, 2019**. Please bring photocopies of all your educational certificates, other testimonials and two passport size photographs at the time of joining.
17. You will report to **HR Department at Odisha Plant** for completion of all joining formalities. If there are any clarifications that you require from us, please get in touch with **Ms. Smita Anand – Human Resources** who would answer your queries. Her email id is **smita.anand@tatasteelbsl.co.in**. She may also be contacted on her mobile number **07077760848**.

Best regards,

Yours faithfully,  
For **Tata Steel BSL**



**S S Hota**  
Chief Human Resource Officer

I, Bishnu Dutta Kar, agree with the terms and conditions of my appointment with Tata Steel BSL.

Date:

Signature :



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20161984579/Kolkata**  
**Date: 05/10/2018**

Mr. Sabyasachi Das  
Plot No. 2649/4195, Khallari, Badapada Sahi,  
Angul,  
Angul-759132,  
Odisha.  
Tel# 91-9078348101

Dear Sabyasachi Das,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be [REDACTED] per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/CT20161984579**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India

Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: [www.tcs.com](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of [REDACTED] 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 [REDACTED] 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. Personal Allowance**

You will be eligible for a monthly personal allowance of [REDACTED] per month. This component is subject to review and may change as per TCSL's compensation policy.

#### **4. 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 [REDACTED] 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.



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of [REDACTED]. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change based on your own ongoing individual performance.

### **Quarterly Variable Allowance**

Your variable allowance will be [REDACTED] 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.

Quarterly Variable Allowance 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 Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

## **CITY ALLOWANCE**

You will be eligible for a City Allowance of [REDACTED] per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

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

HIS offers the following benefits:

#### **1. Basic Cover**

- i. Entitlement - Includes domiciliary expenses up to [REDACTED] per insured person per annum and basic hospitalization expenses up to [REDACTED] 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 [REDACTED] 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 ₹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.

## **Loans**

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

## **Professional Memberships**

You will be eligible for reimbursement of expense-s 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**

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**TCSL/CT20161984579**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)





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 in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination 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. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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. Disclaimer**

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the Initial Learning Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found



unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

#### **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 at 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 traineeship 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 appointment 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 this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## **10. Service Agreement**

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

## **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.

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. 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.

## **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**

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving



notice as mentioned herein above.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

### **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 traineeship/service without notice.

### **19. Submission of Documents**

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.
- Standard X and XII mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a



Postgraduate)

- Birth Certificate / Proof of Age
- Work permit and/or any other documentation as prescribed by Government of India
- Passport
- 6 photographs
- Medical Certificate
- An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

## **20. Initial Learning Programme (ILP)**

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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. 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.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

## **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. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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**TCSL/CT20161984579**

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TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)





### **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.

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 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**

**K Ganesan**  
**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 TCSL Centres  
Annexure 3: Confidentiality and IP Terms



## GROSS SALARY SHEET

Annexure 1

|                       |   |
|-----------------------|---|
| <b>Name</b>           | <b>Sabyasachi Das</b>                           |
| <b>Designation</b>    | <b>Assistant System Engineer-Trainee</b>        |
| <b>Institute Name</b> | <b>Indira Gandhi Instt Of Technology-Sarang</b> |

Table 1: Compensation Details (All Components in INR)

| <b>Component Category</b>             | <b>Monthly</b> | <b>Annual</b> |
|---------------------------------------|----------------|---------------|
| <b>1) Fixed Compensation</b>          |                |               |
| Basic Salary                          |                |               |
| Bouquet Of Benefits #                 |                |               |
| <b>2) Performance Pay**</b>           |                |               |
| Monthly Performance Pay               |                |               |
| Quarterly Variable Allowance*         |                |               |
| <b>3) City Allowance</b>              |                |               |
| <b>4) Annual Components/Retirals</b>  |                |               |
| Health Insurance***                   | NA             |               |
| Provident Fund                        |                |               |
| Gratuity                              |                |               |
| Total of Annual Components & Retirals |                |               |
| Retention Incentive                   | NA             | 0             |
| <b>TOTAL GROSS</b>                    |                |               |

# 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 upon successful completion of the Initial Learning Programme.

\*\*The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

\*\*\* 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.

Table 2: TCSL defined structure for BoB (All Components in INR)

| <b>Component Category</b>        | <b>Monthly</b> | <b>Annual</b> |
|----------------------------------|----------------|---------------|
| House Rent Allowance             |                |               |
| Leave Travel Assistance          |                |               |
| Food Card                        |                |               |
| Personal Allowance               |                |               |
| <b>GROSS BOUQUET OF BENEFITS</b> |                |               |



## Annexure 2

### Regional Offices

|   |  |
|---|--|
| <b>Ahmedabad</b><br><b>Lead -Talent Acquisition</b><br>Tata Consultancy Services<br>Infocity, Info Tower 1, 5 <sup>th</sup> Floor,<br>Airport Road, Gandhinagar - 382 009<br>Tel: 079 - 66712600<br>Fax: 079 - 66712601                             | <b>Bangalore</b><br><b>Lead -Talent Acquisition</b><br>Tata Consultancy Services<br>VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield,<br>Bangalore – 560 066<br>Tel: 080 – 67247000<br>Fax: 080 - 28410114  |
| <b>Chennai</b><br><b>Lead- Talent Acquisition</b><br>Tata Consultancy Services<br>415/21-24, Kumaran Nagar,<br>Sholinganallur, Old Mahabalipuram,<br>Chennai - 600 119, Tamil Nadu, India<br>Tel: 044 - 66162222/62194/62195<br>Fax: 044 - 66162555 | <b>Delhi</b><br><b>Lead-Talent Acquisition</b><br>Tata Consultancy Services<br>5 <sup>th</sup> Floor, PTI Building, 4, Parliament Street,<br>New Delhi - 110 001<br>Tel: 011 - 66506555<br>Fax: 011 - 23311735   |
| <b>Hyderabad</b><br><b>Lead-Talent Acquisition</b><br>Tata Consultancy Services<br>Deccan Park, No. 1 software Units Layout,<br>Madhapur, Hyderabad - 500 081<br>Tel: 040 - 66672000<br>Fax: 040 - 66672222   | <b>Kolkata</b><br><b>Lead-Talent Acquisition</b><br>TATA Consultancy Services<br>ODC 1-K-1, Gitanjali Park,<br>IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town,<br>Kolkata - 700 156, West Bengal.<br>Tel: 033 - 6653 0000<br>Fax : 033 - 6653 0003 |
| <b>Lucknow</b><br><b>Lead -Talent Acquisition</b><br>Tata Consultancy Services<br>1\1, Vibhuti Khand, Gomti Nagar,<br>Lucknow - 226 010<br>Tel: 0522 - 6661001<br>Fax: 0522 - 6661001   | <b>Mumbai</b><br><b>Lead-Talent Acquisition</b><br>Tata Consultancy Services<br>Yantra Park, Opp. Voltas HRD Trg. Center,<br>Subhash Nagar, Pokhran Road No. 2,<br>Thane( West), 400601<br>Tel: 022 - 67782000/2222<br>Fax: 022 - 67782190                 |
| <b>Pune</b><br><b>Lead-Talent Acquisition</b><br>Tata Consultancy Services<br>Niyati Tiara, Ground Floor,<br>S.No 103/A/1/129, CTS 1995, Nagar Road,<br>Yerwada, Pune - 411 006<br>Tel: 020 – 66087777<br>Fax: 020 - 66087107                       | <b>Thiruvananthapuram</b><br><b>Lead - Talent Acquisition</b><br>Tata Consultancy Services<br>Peepul Park, Technopark Campus<br>Karyavattom p.o.<br>Thiruvananthapuram - 695 581.<br>Tel - 0471- 2519400<br>Fax - 0471- 2519499                            |



## Annexure 3

### 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 Retainer/Consultant 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 Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant'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 Retainer/Consultant 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 Retainer/Consultant.





## **2. Retainer/Consultant's Obligations**

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant 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 Retainer/Consultant-ship, the Retainer/Consultant 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**

The Retainer/Consultant 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 Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant 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, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, 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 filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



#### **4. Prior knowledge**

The Retainer/Consultant acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. The Retainer/Consultant further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

#### **5. Use of third party material**

The Retainer/Consultant expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

#### **6. Security policies and Guidelines**

The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

#### **7. Restriction on Retainer/Consultant's Rights**

The Retainer/Consultant agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

#### **8. No License**

TCS and the Retainer/Consultant agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Retainer/Consultant of the Confidential Information.



## 9. Equitable Rights

The Retainer/Consultant acknowledges that any Confidential Information that comes into the possession and / or knowledge of the Retainer/Consultant is of a unique, highly confidential and proprietary nature. It is further acknowledged by the Retainer/Consultant that the disclosure, distribution, dissemination and / or release by the Retainer/Consultant of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by the Retainer/Consultant will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

## 10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

#### **11. Non-Compete**

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.

## We already have your details from a previous application

We need to verify your email ID before we update your details.

We have emailed you a Verification Code at . Please check your email and enter the verification code here. Reference ID 9304189

You have exceeded the number of Resend requests for the verification code. Please change your email ID, or wait for 15 mins and start again.

Close

in red

Submit



# Congratulations on Final Selection- Principal Global Services, Pune



Inbox



Singh, Vivek 29/10/2018

to me, Deshmukh, Ahire ▾



Dear Maharshi,

Thank you for participating in the pool campus drive for **Principal Global Services Pune** conducted at Shri Shankaracharya Technical Campus, Bhilai on 27<sup>th</sup> October, 2018.

Further to your evaluation, we are pleased to inform that you have been selected for ***Trainee Analyst*** Position with us.

You will receive your detailed offer letter in due course of time and your onboarding will be in **First week of July 19**. Kindly reach out to us if you have any queries.

Thanks and Regards,



## Letter of Intent - Santoshini Behera - Ref. No.: 8299506

1 message

<careers@wipro.com>

To: santoshini96behera@gmail.com

Tue, 4 Dec, 2018 at 17:18

### Campus - Letter Of Intent

04-Dec-2018

Dear Santoshini Behera,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

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

| Component                               | Amount (INR)    |
|---|-----------------|
| Basic                                   | 11,667          |
| HRA                                     | 5,834           |
| Bonus                                   | 2,333           |
| Wipro Benefits Plan(WBP)                | 5,254           |
| <b>Total Fixed Cash</b>                 | <b>25,088</b>   |
| PF (Employer Contribution)              | 1,400           |
| Gratuity                                | 620             |
| <b>Total Fixed Compensation</b>         | <b>27,108</b>   |
| <b>Other Compensation Benefits</b>      |                 |
| Health benefit(Medical)                 | 600             |
| <b>Variable Pay</b>                     |                 |
| Target Variable Pay                     | 1,459           |
| <b>Target Cost to Company per month</b> | <b>29,167</b>   |
| <b>Total Cost to Company per annum</b>  | <b>3,50,004</b> |

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your [Candidate Desktop](#) to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**  
**Sunil Kalachar**  
**General Manager - Global Campus Head**

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Ref. No:TSBSL/HR/METs/2019

Date: 13/06/2019

**Ms. Ananya Patra**

IGIT, Sarang

Email : patraananya09@gmail.com

Mob : +91-9438912518

Dear Ms. Patra,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).**
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. **You will be under training for a period of one year from the date of your joining.** If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
4. After satisfactory completion of your training, you will be confirmed.
5. This appointment will be subject to your being found medically fit by our Medical Officer. The continuance of this appointment will also be subject to your remaining medically fit. You may also be required at any time during your training / service, to appear before a Medical Officer specified by the Company for medical examination.
6. The appointment is further subject to verification of the particulars given by you in your application form. In case any particular(s) mentioned by you in the application form for appointment are found to be false or incorrect, your services shall be terminated without any notice.
7. The company will expect you to work in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
8. You will devote your whole time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remuneratory, except with the written permission of the Management.
9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

**TATA STEEL BSL LIMITED**

(Formerly known as Bhushan Steel Limited)

Plant: Narendrapur Kusupanga Meramandali Dhenkanal 759 121 Odisha India Tel (O) 06762 300000/ 660002 / 660000

Regd. Office: Ground Floor Mira Corporate Suites Plot No. 1&2 Mathura Road Ishwar Nagar New Delhi 110065

Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942



10. You may be liable to be posted / transferred to any Unit / Branch / Section / Department of the Company, at the discretion of Management.
11. You will be eligible for Reimbursement of up to AC Third Class Railway fare for self.
12. You will be covered under Group Health Insurance (GHI) policy and Group Personal Accident (GPA) policy as per the rules of the company.
13. Notwithstanding any of the clauses of this letter of appointment, the management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.
14. You shall be required to sign and abide by the "Tata Code of Conduct" and shall undertake to sign such declarations that the policy may demand from time to time.
15. You are bound to observe Safety Rules as notified by the Company from time to time. Breach of Safety Rules/Guidelines shall be treated as misconduct and accordingly disciplinary action will be initiated in accordance to Company rules.
16. You are requested to join on **01<sup>st</sup> July, 2019**. Please bring photocopies of all your educational certificates, other testimonials and two passport size photographs at the time of joining.
17. You will report to **HR Department at Odisha Plant** for completion of all joining formalities. If there are any clarifications that you require from us, please get in touch with **Ms. Smita Anand – Human Resources** who would answer your queries. Her email id is **smita.anand@tatasteelbsl.co.in**. She may also be contacted on her mobile number **07077760848**.

Best regards,

Yours faithfully,  
For **Tata Steel BSL**



**S S Hota**  
Chief Human Resource Officer

I, Ananya Patra, agree with the terms and conditions of my appointment with Tata Steel BSL.

Date:

Signature :



Ref. No:TSBSL/HR/METs/2019

Date: 13/06/2019

**Mr. Ashirbad Gopal Chetty**  
IGIT, Sarang

Email: ashirbadgopalchetty@gmail.com  
Mob : +91-8763354345

Dear Mr. Chetty,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).**
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. **You will be under training for a period of one year from the date of your joining.** If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
4. After satisfactory completion of your training, you will be confirmed.
5. This appointment will be subject to your being found medically fit by our Medical Officer. The continuance of this appointment will also be subject to your remaining medically fit. You may also be required at any time during your training / service, to appear before a Medical Officer specified by the Company for medical examination.
6. The appointment is further subject to verification of the particulars given by you in your application form. In case any particular(s) mentioned by you in the application form for appointment are found to be false or incorrect, your services shall be terminated without any notice.
7. The company will expect you to work in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
8. You will devote your whole time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remuneratory, except with the written permission of the Management.
9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

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Plant: Narendrapur Kusupanga Meramandali Dhenkanal 759 121 Odisha India Tel (O) 06762 300000/ 660002 / 660000

Regd. Office: Ground Floor Mira Corporate Suites Plot No. 1&2 Mathura Road Ishwar Nagar New Delhi 110065

Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942



10. You may be liable to be posted / transferred to any Unit / Branch / Section / Department of the Company, at the discretion of Management.
11. You will be eligible for Reimbursement of up to AC Third Class Railway fare for self.
12. You will be covered under Group Health Insurance (GHI) policy and Group Personal Accident (GPA) policy as per the rules of the company.
13. Notwithstanding any of the clauses of this letter of appointment, the management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.
14. You shall be required to sign and abide by the "Tata Code of Conduct" and shall undertake to sign such declarations that the policy may demand from time to time.
15. You are bound to observe Safety Rules as notified by the Company from time to time. Breach of Safety Rules/Guidelines shall be treated as misconduct and accordingly disciplinary action will be initiated in accordance to Company rules.
16. You are requested to join on **01<sup>st</sup> July, 2019**. Please bring photocopies of all your educational certificates, other testimonials and two passport size photographs at the time of joining.
17. You will report to **HR Department at Odisha Plant** for completion of all joining formalities. If there are any clarifications that you require from us, please get in touch with **Ms. Smita Anand – Human Resources** who would answer your queries. Her email id is **smita.anand@tatasteelbsl.co.in**. She may also be contacted on her mobile number **07077760848**.

Best regards,

Yours faithfully,  
For **Tata Steel BSL**



**S S Hota**  
Chief Human Resource Officer

I, Ashirbad Gopal Chetty, agree with the terms and conditions of my appointment with Tata Steel BSL.

Date:

Signature :



Placement IGIT &lt;placement@igitsarang.ac.in&gt;

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**IMP: Final Result\_ Ninja Hiring FY'19-IGIT Sarang**

2 messages

**Abhishek Roy4** <abhishek.roy4@tcs.com>

Thu, Oct 11, 2018 at 11:46 AM

To: placement@igitsarang.ac.in, bbcigit@gmail.com

Cc: Anirban Deepray &lt;anirban.deepray@tcs.com&gt;, Gaurab Ray &lt;gaurab.ray@tcs.com&gt;

Dear Sir,

*Greetings from TATA Consultancy Services.....!!!*

It gives us immense pleasure to announce the final results of the **TCS Ninja Hiring, 2018**.  
Sharing with you the final list of students who have cleared TCS Ninja Selection Process.

All selected candidates would get the formal TCS Offer Letters in their respective NextStep portals shortly.  
However, please treat this mailer as a confirmation from our end.

The Final Offer of Appointment is subject to, selected candidates -

- I. Completing their course of study in their esteemed **Institute**.
- II. Meeting the Eligibility Criteria set for the Ninja Hiring
- III. Successfully clearing the Pre-employment Medical Test and BGC (Background Check).
- IV. All selected candidates should have the University's final mark sheets and certificates at the time of their joining TCSL.

Allow me to take a moment to congratulate all the students who have cleared the TCS Ninja Selection Process.

Thanks &amp; Regards

Abhishek Roy

Lead- Campus Hiring

Talent Acquisition Group-India East

Tata Consultancy Services Limited

IT/ITES SEZ, Plot- IIF / 3

Action Area - II, New Town, Rajarhat

Kolkata - 700156, West Bengal

India

Ph:- +91 033 66537042

Buzz:- 4397042

Mailto: [abhishek.roy4@tcs.com](mailto:abhishek.roy4@tcs.com)Website: <http://www.tcs.com>

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Experience certainty. IT Services  
Business Solutions  
Consulting

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**IGIT Sarang Ninja Selects FY'19.xlsx**

10K

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**Placement IGIT** <placement@igitsarang.ac.in>  
To: principal@igitsarang.ac.in

Thu, Oct 11, 2018 at 12:58 PM

[Quoted text hidden]

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Dr.B.B.Choudhury  
Associate Professor & Head  
Training & Placement  
Indira Gandhi Institute of Technology , Sarang, 759146  
(An Autonomous Institute of Govt. of Odisha)  
Dist. Dhenkanal, Odisha,India  
91-9437166989,91-8270836688  
[placement@igitsarang.ac.in](mailto:placement@igitsarang.ac.in)  
[bbchoudhury@igitsarang.ac.in](mailto:bbchoudhury@igitsarang.ac.in)  
[bb.choudhury@gov.in](mailto:bb.choudhury@gov.in)



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**IGIT Sarang Ninja Selects FY'19.xlsx**

10K

| REFERENCE ID  | CANDIDATE NAME    | HIGHEST SPECIALIZATION                        |
|---------------|-------------------|---|
| DT20184342370 | Prachi Das        | Chemical Engineering                          |
| CT20172349960 | Ashwini Mishra    | Chemical Engineering                          |
| DT20184680355 | Priti Merkap      | Chemical Engineering                          |
| CT20162014878 | Abhijit Mishra    | COMPUTER SCIENCE AND ENGINEERING              |
| CT20182574234 | Shashwati Swain   | COMPUTER SCIENCE AND ENGINEERING              |
| DT20184656212 | Keshab Garg       | COMPUTER SCIENCE AND ENGINEERING              |
| CT20182544466 | Rojalin Khatua    | COMPUTER SCIENCE AND ENGINEERING              |
| CT20182541527 | Ananya Jena       | COMPUTER SCIENCE AND ENGINEERING              |
| CT20182551906 | Abani Bebart      | COMPUTER SCIENCE AND ENGINEERING              |
| CT20182447004 | Madhusmita Mishra | COMPUTER SCIENCE AND ENGINEERING              |
| CT20161984579 | Sabyasachi Das    | ELECTRICAL ENGINEERING                        |
| CT20182549983 | Shivangi Mishra   | ELECTRICAL ENGINEERING                        |
| CT20161985181 | Dilip Mangaraj    | ELECTRONICS AND TELECOMMUNICATION ENGINEERING |
| CT20161986960 | Aveet Agarwal     | ELECTRONICS AND TELECOMMUNICATION ENGINEERING |
| CT20182555888 | Soumitri Panda    | ELECTRONICS AND TELECOMMUNICATION ENGINEERING |
| CT20182526119 | Shahamin Rashid   | ELECTRONICS AND TELECOMMUNICATION ENGINEERING |
| CT20182432507 | Swapnil Roy       | ELECTRONICS AND TELECOMMUNICATION ENGINEERING |
| CT20161980547 | Som               | ELECTRONICS AND TELECOMMUNICATION ENGINEERING |
| CT20161989748 | Abhisek Dash      | MECHANICAL ENGINEERING                        |
| CT20161988411 | Swati Patro       | MECHANICAL ENGINEERING                        |
| DT20184682464 | Sanjit Biswal     | MECHANICAL ENGINEERING                        |
| CT20182566255 | Maharshi Tripathy | MECHANICAL ENGINEERING                        |
| CT20182573555 | Sai Mohanty       | MECHANICAL ENGINEERING                        |
| DT20184528419 | Nitin Mohanty     | MECHANICAL ENGINEERING                        |
| DT20184595821 | Nibedita Behera   | MECHANICAL ENGINEERING                        |
| CT20161982313 | Sambit Bishi      | MECHANICAL ENGINEERING                        |
| DT20184658951 | Silpika Mohanty   | POWER SYSTEMS                                 |
| CT20182539246 | Karan Kar         | PRODUCTION ENGINEERING                        |



Ref. No:TSBSL/HR/METs/2019

Date: 13/06/2019

**Mr. Bishnu Dutta Kar**

IGIT, Sarang

Email : bishnu.any@gmail.com

Mob : +91-8018718005

Dear Mr. Kar,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).**
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. **You will be under training for a period of one year from the date of your joining.** If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
4. After satisfactory completion of your training, you will be confirmed.
5. This appointment will be subject to your being found medically fit by our Medical Officer. The continuance of this appointment will also be subject to your remaining medically fit. You may also be required at any time during your training / service, to appear before a Medical Officer specified by the Company for medical examination.
6. The appointment is further subject to verification of the particulars given by you in your application form. In case any particular(s) mentioned by you in the application form for appointment are found to be false or incorrect, your services shall be terminated without any notice.
7. The company will expect you to work in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
8. You will devote your whole time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remuneratory, except with the written permission of the Management.
9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

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Regd. Office: Ground Floor Mira Corporate Suites Plot No. 1&2 Mathura Road Ishwar Nagar New Delhi 110065

Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942



10. You may be liable to be posted / transferred to any Unit / Branch / Section / Department of the Company, at the discretion of Management.
11. You will be eligible for Reimbursement of up to AC Third Class Railway fare for self.
12. You will be covered under Group Health Insurance (GHI) policy and Group Personal Accident (GPA) policy as per the rules of the company.
13. Notwithstanding any of the clauses of this letter of appointment, the management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.
14. You shall be required to sign and abide by the "Tata Code of Conduct" and shall undertake to sign such declarations that the policy may demand from time to time.
15. You are bound to observe Safety Rules as notified by the Company from time to time. Breach of Safety Rules/Guidelines shall be treated as misconduct and accordingly disciplinary action will be initiated in accordance to Company rules.
16. You are requested to join on **01<sup>st</sup> July, 2019**. Please bring photocopies of all your educational certificates, other testimonials and two passport size photographs at the time of joining.
17. You will report to **HR Department at Odisha Plant** for completion of all joining formalities. If there are any clarifications that you require from us, please get in touch with **Ms. Smita Anand – Human Resources** who would answer your queries. Her email id is **smita.anand@tatasteelbsl.co.in**. She may also be contacted on her mobile number **07077760848**.

Best regards,

Yours faithfully,  
For **Tata Steel BSL**



**S S Hota**  
Chief Human Resource Officer

I, Bishnu Dutta Kar, agree with the terms and conditions of my appointment with Tata Steel BSL.

Date:

Signature :



Ref. No:TSBSL/HR/METs/2019

Date: 13/06/2019

**Mr. Dibya Ranjan Pradhan**

IGIT, Sarang

Email : dibya12ranjan@gmail.com

Mob : +91-8018058207

Dear Mr. Pradhan,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).**
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. **You will be under training for a period of one year from the date of your joining.** If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
4. After satisfactory completion of your training, you will be confirmed.
5. This appointment will be subject to your being found medically fit by our Medical Officer. The continuance of this appointment will also be subject to your remaining medically fit. You may also be required at any time during your training / service, to appear before a Medical Officer specified by the Company for medical examination.
6. The appointment is further subject to verification of the particulars given by you in your application form. In case any particular(s) mentioned by you in the application form for appointment are found to be false or incorrect, your services shall be terminated without any notice.
7. The company will expect you to work in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
8. You will devote your whole time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remuneratory, except with the written permission of the Management.
9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

**TATA STEEL BSL LIMITED**

(Formerly known as Bhushan Steel Limited)

Plant: Narendrapur Kusupanga Meramandali Dhenkanal 759 121 Odisha India Tel (O) 06762 300000/ 660002 / 660000

Regd. Office: Ground Floor Mira Corporate Suites Plot No. 1&2 Mathura Road Ishwar Nagar New Delhi 110065

Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942

10. You may be liable to be posted / transferred to any Unit / Branch / Section / Department of the Company, at the discretion of Management.
11. You will be eligible for Reimbursement of up to AC Third Class Railway fare for self.
12. You will be covered under Group Health Insurance (GHI) policy and Group Personal Accident (GPA) policy as per the rules of the company.
13. Notwithstanding any of the clauses of this letter of appointment, the management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.
14. You shall be required to sign and abide by the "Tata Code of Conduct" and shall undertake to sign such declarations that the policy may demand from time to time.
15. You are bound to observe Safety Rules as notified by the Company from time to time. Breach of Safety Rules/Guidelines shall be treated as misconduct and accordingly disciplinary action will be initiated in accordance to Company rules.
16. You are requested to join on **01<sup>st</sup> July, 2019**. Please bring photocopies of all your educational certificates, other testimonials and two passport size photographs at the time of joining.
17. You will report to **HR Department at Odisha Plant** for completion of all joining formalities. If there are any clarifications that you require from us, please get in touch with **Ms. Smita Anand – Human Resources** who would answer your queries. Her email id is **smita.anand@tatasteelbsl.co.in**. She may also be contacted on her mobile number **07077760848**.

Best regards,

Yours faithfully,  
For **Tata Steel BSL**



**S S Hota**  
Chief Human Resource Officer

I, Dibya Ranjan Pradhan, agree with the terms and conditions of my appointment with Tata Steel BSL.

Date:

Signature :





Placement IGIT &lt;placement@igitsarang.ac.in&gt;

---

## Campus Drive, I.G.I.T, Sarang, - B.Tech - Chemical & Mechanical, Apr'19

---

Placement IGIT <placement@igitsarang.ac.in>  
To: placement.igitsarang@gmail.com

Wed, Apr 17, 2019 at 1:13 PM

Dr. B.B. Choudhury

I.G.I.T.

Sarang, Odisha

Dear Dr. Choudhury

We have pleasure to inform you that the following students of your college have been selected for engagement in our company as Engineer Trainee.

**B.Tech – Chemical :**

1. **Mr. Pradeep Majhi**

**B.Tech – Mechanical :**

2. **Mr. Gourav Kumar Pradhan**
3. **Mr. Roshan Mishra**

Please advise the students to report at JK Paper Mills for joining on **3<sup>rd</sup> May, 2019**. They should bring with them their original Educational certificates for verification along with one attested set of the same and 2 (two) passport size photographs.

They should come prepared to stay in the hostel.

**Their engagement at JK Paper Mills, is subject to securing first class (minimum 60%) in 10<sup>th</sup> standard, 12<sup>th</sup> standard and B.Tech exams and medical fitness, to be certified by our Chief Medical Officer.**

The letter of engagement will be handed over to the candidates within 2 – 3 days of their joining JKPM.

With Regards,

Chief Manager (HRD)

JK Paper Limited

Unit: JKPM



[Quoted text hidden]





Placement IGIT &lt;placement@igitsarang.ac.in&gt;

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**IMP: Final Result\_ Ninja Hiring FY'19-IGIT Sarang**

2 messages

**Abhishek Roy4** <abhishek.roy4@tcs.com>

Thu, Oct 11, 2018 at 11:46 AM

To: placement@igitsarang.ac.in, bbcigit@gmail.com

Cc: Anirban Deepray &lt;anirban.deepray@tcs.com&gt;, Gaurab Ray &lt;gaurab.ray@tcs.com&gt;

Dear Sir,

*Greetings from TATA Consultancy Services.....!!!*

It gives us immense pleasure to announce the final results of the **TCS Ninja Hiring, 2018**.  
Sharing with you the final list of students who have cleared TCS Ninja Selection Process.

All selected candidates would get the formal TCS Offer Letters in their respective NextStep portals shortly.  
However, please treat this mailer as a confirmation from our end.

The Final Offer of Appointment is subject to, selected candidates -

- I. Completing their course of study in their esteemed **Institute**.
- II. Meeting the Eligibility Criteria set for the Ninja Hiring
- III. Successfully clearing the Pre-employment Medical Test and BGC (Background Check).
- IV. All selected candidates should have the University's final mark sheets and certificates at the time of their joining TCSL.

Allow me to take a moment to congratulate all the students who have cleared the TCS Ninja Selection Process.

Thanks &amp; Regards

Abhishek Roy

Lead- Campus Hiring

Talent Acquisition Group-India East

Tata Consultancy Services Limited

IT/ITES SEZ, Plot- IIF / 3

Action Area - II, New Town, Rajarhat

Kolkata - 700156, West Bengal

India

Ph:- +91 033 66537042

Buzz:- 4397042

Mailto: [abhishek.roy4@tcs.com](mailto:abhishek.roy4@tcs.com)Website: <http://www.tcs.com>

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Experience certainty. IT Services  
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Consulting

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**IGIT Sarang Ninja Selects FY'19.xlsx**

10K

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**Placement IGIT** <placement@igitsarang.ac.in>  
To: principal@igitsarang.ac.in

Thu, Oct 11, 2018 at 12:58 PM

[Quoted text hidden]

--

Dr.B.B.Choudhury  
Associate Professor & Head  
Training & Placement  
Indira Gandhi Institute of Technology , Sarang, 759146  
(An Autonomous Institute of Govt. of Odisha)  
Dist. Dhenkanal, Odisha,India  
91-9437166989,91-8270836688  
[placement@igitsarang.ac.in](mailto:placement@igitsarang.ac.in)  
[bbchoudhury@igitsarang.ac.in](mailto:bbchoudhury@igitsarang.ac.in)  
[bb.choudhury@gov.in](mailto:bb.choudhury@gov.in)



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**IGIT Sarang Ninja Selects FY'19.xlsx**

10K

| REFERENCE ID  | CANDIDATE NAME    | HIGHEST SPECIALIZATION                        |
|---------------|-------------------|---|
| DT20184342370 | Prachi Das        | Chemical Engineering                          |
| CT20172349960 | Ashwini Mishra    | Chemical Engineering                          |
| DT20184680355 | Priti Merkap      | Chemical Engineering                          |
| CT20162014878 | Abhijit Mishra    | COMPUTER SCIENCE AND ENGINEERING              |
| CT20182574234 | Shashwati Swain   | COMPUTER SCIENCE AND ENGINEERING              |
| DT20184656212 | Keshab Garg       | COMPUTER SCIENCE AND ENGINEERING              |
| CT20182544466 | Rojalin Khatua    | COMPUTER SCIENCE AND ENGINEERING              |
| CT20182541527 | Ananya Jena       | COMPUTER SCIENCE AND ENGINEERING              |
| CT20182551906 | Abani Bebart      | COMPUTER SCIENCE AND ENGINEERING              |
| CT20182447004 | Madhusmita Mishra | COMPUTER SCIENCE AND ENGINEERING              |
| CT20161984579 | Sabyasachi Das    | ELECTRICAL ENGINEERING                        |
| CT20182549983 | Shivangi Mishra   | ELECTRICAL ENGINEERING                        |
| CT20161985181 | Dilip Mangaraj    | ELECTRONICS AND TELECOMMUNICATION ENGINEERING |
| CT20161986960 | Aveet Agarwal     | ELECTRONICS AND TELECOMMUNICATION ENGINEERING |
| CT20182555888 | Soumitri Panda    | ELECTRONICS AND TELECOMMUNICATION ENGINEERING |
| CT20182526119 | Shahamin Rashid   | ELECTRONICS AND TELECOMMUNICATION ENGINEERING |
| CT20182432507 | Swapnil Roy       | ELECTRONICS AND TELECOMMUNICATION ENGINEERING |
| CT20161980547 | Som               | ELECTRONICS AND TELECOMMUNICATION ENGINEERING |
| CT20161989748 | Abhisek Dash      | MECHANICAL ENGINEERING                        |
| CT20161988411 | Swati Patro       | MECHANICAL ENGINEERING                        |
| DT20184682464 | Sanjit Biswal     | MECHANICAL ENGINEERING                        |
| CT20182566255 | Maharshi Tripathy | MECHANICAL ENGINEERING                        |
| CT20182573555 | Sai Mohanty       | MECHANICAL ENGINEERING                        |
| DT20184528419 | Nitin Mohanty     | MECHANICAL ENGINEERING                        |
| DT20184595821 | Nibedita Behera   | MECHANICAL ENGINEERING                        |
| CT20161982313 | Sambit Bishi      | MECHANICAL ENGINEERING                        |
| DT20184658951 | Silpika Mohanty   | POWER SYSTEMS                                 |
| CT20182539246 | Karan Kar         | PRODUCTION ENGINEERING                        |



# vedanta

transforming elements

Name: *Karan Kumar Kar*

Date: *30 October 2018*

Dear Mr/Ms: *Karan*

## LETTER OF INTENT

We refer to the recent discussions we had regarding career opportunities in the Vedanta Group. We are pleased to extend you a letter of intent for the position of **Graduate Engineer Trainee** at Total Target Remuneration of **INR 7.95 Lakhs** per annum (Refer Annexure 1 for details).

A detailed Offer cum Appointment Letter will be issued to you post completion of our entire recruitment procedure for hiring Graduate Engineer Trainees. The place of posting and reporting date will be communicated to you separately.

This offer is subject to you being found medically fit at the time of joining (as per the medical test attached in the Annexure 2), Background Checks & fulfilling the following eligibility criteria:

- 60% throughout in X, XII and Graduation, without any backlogs at the time of selection and joining.
- No gap between X and XII in academics. Not more than 1 year of gap between XII & Graduation. No other break in regular course of studies is allowed.
- Engineers with diploma entry are not eligible.
- For Safety and Environment: Two year gap will be allowed between XII and engineering and One year gap between Graduation and Post-Graduation.

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

- Originals & Photocopies of all educational Certificates – X, XII, UG, additional qualifications (If any)
- Proof of your Date of Birth
- 5 Passport size photographs
- PAN Card

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

We welcome you to the Vedanta family and wish you a rewarding and successful career ahead.

With Best Wishes,

Yours sincerely,

  
Authorized Signatory

**Vedanta Limited**

**Aluminium & Power**

Vill : Bhurkamunda, P. O. : Kalimandir, Dist. : Jharsuguda (Odisha) : 768202  
T +91-664 566 6000 F +91-664 566 6267 [www.vedantalimited.com](http://www.vedantalimited.com)

Registered Office: Vedanta Limited, 1st Floor, 'C' wing, Unit 103, Corporate Avenue, Atul Projects, Chakala, Andheri (East), Mumbai 400093, Maharashtra, India.  
CIN: L13209MH1965PLC291394

**Annexure 1: Compensation Breakup**

Set forth below is an outline of the management compensation terms and conditions by which the undersigned parties agree to abide. The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed by candidate in any manner or form, directly or indirectly, to any person or entity without the company's consent.

Date: 30 October 2018

|                         |                           |
|-------------------------|---------------------------|
| Name                    | Karan Kumar Kar           |
| Company / Business Unit | Vedanta Limited           |
| Position / Title        | Graduate Engineer Trainee |
| Training Period         | 6 Months                  |
| Probation Period        | 6 Months (M7)             |
| Confirmation            | Post 12 months            |

**Compensation Scheme**

**I. Total Target Remuneration from Date of Joining**

| Fixed Pay |                              |                        |  |
|-----------|------------------------------|------------------------|--|
| #         | Particulars                  | Amount (INR) Per Annum | Notes  |
| I         | Basic                        | 1,67,700               | Basic is paid on a monthly basis. Retirals are linked to this. Subject to tax.   |
| II        | House Rent Allowance ("HRA") | 67,080                 | House Rent Allowance is paid on a monthly basis. HRA is provided to meet the cost of accommodation. HRA is calculated at 40% of the Basic pay. HRA is an allowance and is subject to income tax. The exemption on HRA is covered under Section 10 (13A) of the Income Tax Act and Rule 2A of the Income Tax Rules. |
| III       | Personal Allowance           | 1,52,218               | Personal Allowance is paid on a monthly basis. This element has no linkage to any component of compensation / retirals. Subject to tax.  |
| IV        | Statutory Bonus              | 33,540                 | Bonus is paid on a monthly basis and calculated at 20% of the Basic pay, subject to Income tax.  |
| V         | Uniform Allowance            | 12,000                 | Uniform Allowance is paid on a monthly basis. It is granted to meet the expenditure incurred on purchase or maintenance of uniform to wear during the performance of the duties of an office. It is taxable.   |
| VI        | Conveyance Allowance ("CA")  | 19,200                 | Conveyance Allowance is paid on a monthly basis. It is paid to meet the conveyance expense of an employee. CA is exempted U/S 10(14), rule 2BB up to Rs. 1600 /- per month.  |

**Vedanta Limited** (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.)  
DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon - 122002, Haryana, India  
T +91 124 4593000 | Website: [www.sesasterlite.com](http://www.sesasterlite.com)

Registered Office: Sesa Ghor, 20 EDC Complex, Patto, Panaji (Goa) - 403 001  
CIN: L13209GA1965PLC000044




| #         | Particulars                    | Amount (INR) per annum | Remarks  |
|-----------|--------------------------------|------------------------|--|
| VII       | Vehicle Maintenance Allowance  | 21,600                 | Vehicle Maintenance Allowance is paid on a monthly basis. It is paid to meet the vehicle maintenance expense of an employee. It is taxable.  |
| VIII      | Leave Travel Allowance ("LTA") | 13,975                 | Leave Travel Allowance is a reimbursement for travel within India. It is governed by IT Act where one can claim tax exemptions twice in a block of four years and should be on Privilege leave for a minimum period of 5 days and this can be clubbed with weekly off or a paid holiday. |
| IX        | Medical                        | 15,000                 | Reimbursement of medical expenses actually incurred by an employee for his / her medical treatment or the treatment of any member of the family up to Rs. 15,000 per annum.  |
| X         | Provident Fund ("PF")          | 20,124                 | As per employee provident fund Act 1952, an employer is required to contribute minimum 12% of the Basic Salary to EPF. And equal amount will be deducted as employee contribution from monthly payroll.  |
| XI        | Gratuity                       | 8,063                  | The employer will contribute 15 days basic for every completed year of service. This will be payable when the employee leaves / superannuates. The eligibility condition is minimum 5 years of service as per the payment of Gratuity Act 1972.  |
| XII       | Mediclaim Policy               | 14,500                 | Covered under insurance scheme as per company policy. Coverage as per floating policy. Maximum coverage as per policy is INR 6 Lacs. <b>This component is not cashed out.</b>  |
| XII       | Personal Accident Insurance    | 5,000                  | Covered under accident insurance scheme as per company policy. Coverage for self only. Maximum coverage as per policy is INR 10 Lacs. <b>This component is not cashed out.</b>   |
| Fixed Pay |                                | 5,50,000               | Sum of all above   |

**Vedanta Limited** (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.)  
DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon – 122002, Haryana, India  
T +91 124 4593000 | Website: [www.sesasterlite.com](http://www.sesasterlite.com)

Registered Office: Sesa Ghor, 20 EDC Complex, Patto, Panaji (Goa) - 403 001  
CIN: L13209GA1965PLC000044

**Performance Pay Scheme (As currently applicable and subject to change as per company rules from time to time)**

|   |                        |  |
|---|------------------------|--|
| <p><b>Target Annual Performance Pay</b></p> | <p><b>2,45,000</b></p> | <p>The objective of Performance Pay Scheme is to incentivize employees to achieve specific Group/Business and/or financial and strategic predetermined goals, within the Group's/Business risk appetite. The evaluation on the performance measures will be done on completion of the financial year (April – March). The plan and payout is linked to achievement of business and individual targets. First year payout will be pro-rated basis date of joining and an individual would be entitled to payout on completion of minimum one year of tenure with the organization. This policy is subject to management discretion and can be revised from time to time, payout is subject to tax.</p> <div style="text-align: center;"> <p>NIL      INR 1.17 L      INR 2.45 L      INR 3.5 L</p>  <p>Minimum      Threshold      Target      Stretched</p> </div> |
| <p><b>Total Target Remuneration</b></p>     | <p><b>7,95,000</b></p> |  |

The above Compensation and Benefits are subject to taxes, to be borne by the Incumbent as per prevailing tax laws.

**Other terms & conditions**

- 100% compliance of company's rules, regulations, code of conduct and Group Values
- Production Incentive : You will be eligible for Production Incentive from Training Period onwards (in Business / Unit locations only) as per the Scheme in Vogue (subject to Company Policy) up to a maximum of INR 50,000 .This is not applicable in Corporate and Non Unit Locations.
- In addition, you will be entitled for retention bonus of INR 1,50,000 which will be paid in 3 installments of INR 50,000 each on completion of 18, 30 & 42 months respectively from date of joining.

**For Vedanta Limited**



**Name:**

**Designation:**

The provisions of this Letter of Intent have been read, are understood, and the offer is herewith accepted. I understand that my employment is contingent upon of fulfilling eligibility criteria and clearing medical fitness tests.

[NAME]

[SIGNATURE]

[DATE]

**Vedanta Limited** (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.)  
DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon - 122002, Haryana, India  
T +91 124 4593000 | Website: [www.sesasteralite.com](http://www.sesasteralite.com)

Registered Office: Sesa Ghor, 20 EDC Complex, Patto, Panaji (Goa) - 403 001  
CIN: L13209GA1965PLC000044

### Annexure 2: Medical Fitness Test

You are required to undergo following medical fitness tests from a certified medical practitioner of your choice and submit a report to us before joining or you may choose to undergo these tests at the time of joining at our facilities/premises:

1. Physical Examination, vision, eye (color blindness test), dental check up
  2. HB. WBC total & Diff Count
  3. ESR
  4. Blood Sugar AC & PC
  5. Fasting Lipid Profile
  6. Ser. Creatinine
  7. LFT
  8. Urine Routine Exam
  9. Chest X-ray PA View
  10. ECG & TMT
  11. Audiometry and Spirometry
- In case you undergo Medical Fitness tests by a certified Medical practitioner of your choice, your submitted reports will be considered valid only once verified by our Company CMO / MO.
  - You may also be required to undergo medical examination from our referred hospital at the time of joining.
  - The decision of our Company CMO / MO will be considered as Final. If declared medically unfit, the LOI stands cancelled.
  - The medical charges for above will be reimbursed on joining on production of original bills as per the company's policy. If declared medically unfit, the original bills can be sent to us for reimbursement.



Authorized Signatory

GET  
ME

**edanta Limited** (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.)  
LF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon - 122002, Haryana, India  
+91 124 4593000 | Website: [www.sesasterlite.com](http://www.sesasterlite.com)

Registered Office: Sesa Ghor, 20 EDC Complex, Patto, Panaji (Goa) - 403 001  
IN: L13209GA1965PLC000044





# vedanta

transforming elements

Name: Sonam Pradhan

Date: 30 October 2018

Dear Mr/Ms: Sonam

## LETTER OF INTENT

We refer to the recent discussions we had regarding career opportunities in the Vedanta Group. We are pleased to extend you a letter of intent for the position of Graduate Engineer Trainee at Total Target Remuneration of INR 7.95 Lakhs per annum (Refer Annexure 1 for details).

A detailed Offer cum Appointment Letter will be issued to you post completion of our entire recruitment procedure for hiring Graduate Engineer Trainees. The place of posting and reporting date will be communicated to you separately.

This offer is subject to you being found medically fit at the time of joining (as per the medical test attached in the Annexure 2), Background Checks & fulfilling the following eligibility criteria:

- 60% throughout in X, XII and Graduation, without any backlogs at the time of selection and joining.
- No gap between X and XII in academics. Not more than 1 year of gap between XII & Graduation. No other break in regular course of studies is allowed.
- Engineers with diploma entry are not eligible.
- For Safety and Environment: Two year gap will be allowed between XII and engineering and One year gap between Graduation and Post-Graduation.

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

- Originals & Photocopies of all educational Certificates – X, XII, UG, additional qualifications (If any)
- Proof of your Date of Birth
- 5 Passport size photographs
- PAN Card

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

We welcome you to the Vedanta family and wish you a rewarding and successful career ahead.

With Best Wishes,

Yours sincerely,

Authorized Signatory

Vedanta Limited  
Aluminium & Power

Village: Bherkarnunda, P. O.: Kalimandir, Dist.: Jharsuguda (Odisha) - 768202  
T: +91-684 566 6000 F: +91-684 566 6267 www.vedantalimited.com

Registered Office: Vedanta Limited, 1st Floor, 'C' wing, Unit 103, Corporate Avenue, Atul Projects, Chakala,  
Andheri (East), Mumbai 400093, Maharashtra, India.  
CIN: L13209MH1985PLC291394

Sonam Pradhan  
30/10/18



### Annexure 1: Compensation Breakup

Set forth below is an outline of the management compensation terms and conditions by which the undersigned parties agree to abide. The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed by candidate in any manner or form, directly or indirectly, to any person or entity without the company's consent.

Date: 30 October 2018

|                         |                           |
|-------------------------|---------------------------|
| Name                    | Sonam Pradhan             |
| Company / Business Unit | Vedanta Limited           |
| Position / Title        | Graduate Engineer Trainee |
| Training Period         | 6 Months                  |
| Probation Period        | 6 Months (M7)             |
| Confirmation            | Post 12 months            |

### Compensation Scheme

#### I. Total Target Remuneration from Date of Joining

| Fixed Pay |                              |                        |  |
|-----------|------------------------------|------------------------|--|
| #         | Particulars                  | Amount (INR) Per Annum | Notes  |
| I         | Basic                        | 1,67,700               | Basic is paid on a monthly basis. Retirals are linked to this. Subject to tax.   |
| II        | House Rent Allowance ("HRA") | 67,080                 | House Rent Allowance is paid on a monthly basis. HRA is provided to meet the cost of accommodation. HRA is calculated at 40% of the Basic pay. HRA is an allowance and is subject to income tax. The exemption on HRA is covered under Section 10 (13A) of the Income Tax Act and Rule 2A of the Income Tax Rules. |
| III       | Personal Allowance           | 1,52,218               | Personal Allowance is paid on a monthly basis. This element has no linkage to any component of compensation / retirals. Subject to tax.  |
| IV        | Statutory Bonus              | 33,540                 | Bonus is paid on a monthly basis and calculated at 20% of the Basic pay, subject to income tax.  |
| V         | Uniform Allowance            | 12,000                 | Uniform Allowance is paid on a monthly basis. It is granted to meet the expenditure incurred on purchase or maintenance of uniform to wear during the performance of the duties of an office. It is taxable.   |
| VI        | Conveyance Allowance ("CA")  | 19,200                 | Conveyance Allowance is paid on a monthly basis. It is paid to meet the conveyance expense of an employee. CA is exempted U/S 10(14), rule 2BB up to Rs. 1500/- per month.   |

**Vedanta Limited** (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.)  
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 T +91 124 4593000 | Website: [www.sesasterlite.com](http://www.sesasterlite.com)

Registered Office: Sesa Ghor, 20 EDC Complex, Patto, Panaji (Goa) - 403 001  
 CIN: L13209GA1965PLC000944

*Sonam Pradhan*  
 30/10/18



| #                | Particulars                    | Amount (INR) per annum | Remarks  |
|------------------|--------------------------------|------------------------|--|
| VII              | Vehicle Maintenance Allowance  | 21,500                 | Vehicle Maintenance Allowance is paid on a monthly basis. It is paid to meet the vehicle maintenance expense of an employee. It is taxable.  |
| VIII             | Leave Travel Allowance ("LTA") | 13,975                 | Leave Travel Allowance is a reimbursement for travel within India. It is governed by IT Act where one can claim tax exemptions twice in a block of four years and should be on Privilege leave for a minimum period of 5 days and this can be clubbed with weekly off or a paid holiday. |
| IX               | Medical                        | 15,000                 | Reimbursement of medical expenses actually incurred by an employee for his / her medical treatment or the treatment of any member of the family up to Rs. 15,000 per annum.  |
| X                | Provident Fund ("PF")          | 20,124                 | As per employee provident fund Act 1952, an employer is required to contribute minimum 12% of the Basic Salary to EPF. And equal amount will be deducted as employee contribution from monthly payroll.  |
| XI               | Gratuity                       | 8,063                  | The employer will contribute 15 days basic for every completed year of service. This will be payable when the employee leaves / superannuates. The eligibility condition is minimum 5 years of service as per the payment of Gratuity Act 1972.  |
| XII              | Mediclaim Policy               | 14,500                 | Covered under insurance scheme as per company policy. Coverage as per floating policy. Maximum coverage as per policy is INR 6 Lacs. This component is not cashed out.   |
| XII              | Personal Accident Insurance    | 5,000                  | Covered under accident insurance scheme as per company policy. Coverage for self only. Maximum coverage as per policy is INR 10 Lacs. This component is not cashed out.  |
| <b>Fixed Pay</b> |                                | <b>5,50,000</b>        | <b>Sum of all above</b>  |

GC-1

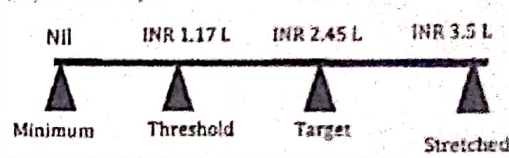
*[Handwritten signature]*

**Vedanta Limited** (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.)  
DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon - 122002, Haryana, India  
T +91 124 4593000 | Website: [www.sesasterlite.com](http://www.sesasterlite.com)

Registered Office: Sesa Ghor, 20 EDC Complex, Panto, Panaji (Goa) - 403 001  
CIN: L13209GA1965PLC000044

*Sonam Pradhan*  
30/10/18



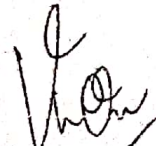
| Performance Pay Scheme (As currently applicable and subject to change as per company rules from time to time) |          |  |
|---|----------|--|
| Target Annual Performance Pay   | 2,45,000 | <p>The objective of Performance Pay Scheme is to incentivize employees to achieve specific Group/Business and/or financial and strategic predetermined goals, within the Group's/Business risk appetite. The evaluation on the performance measures will be done on completion of the financial year (April – March). The plan and payout is linked to achievement of business and individual targets. First year payout will be pro-rated basis date of joining and an individual would be entitled to payout on completion of minimum one year of tenure with the organization. This policy is subject to management discretion and can be revised from time to time, payout is subject to tax.</p>  |
| Total Target Remuneration   | 7,95,000 |  |

The above Compensation and Benefits are subject to taxes, to be borne by the incumbent as per prevailing tax laws.

#### Other terms & conditions

- 100% compliance of company's rules, regulations, code of conduct and Group Values
- Production Incentive : You will be eligible for Production Incentive from Training Period onwards (in Business / Unit locations only) as per the Scheme in Vogue (subject to Company Policy) up to a maximum of INR 50,000. This is not applicable in Corporate and Non Unit Locations.
- In addition, you will be entitled for retention bonus of INR 1,50,000 which will be paid in 3 installments of INR 50,000 each on completion of 18, 30 & 42 months respectively from date of joining.

For Vedanta Limited



Name:

Designation:

The provisions of this Letter of Intent have been read, are understood, and the offer is herewith accepted. I understand that my employment is contingent upon of fulfilling eligibility criteria and clearing medical fitness tests.

(NAME) SONAM PRADHAN

(SIGNATURE) Sonam Pradhan

(DATE) 30-10-2018

**Vedanta Limited** (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.)  
DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon - 122002, Haryana, India  
T+91 124 4593000 | Website: [www.sesasterlite.com](http://www.sesasterlite.com)

Registered Office: Sesa Ghor, 20 EDC Complex, Patto, Panaji (Goa) - 403 001  
CIN: L13209GA1965PLC000044



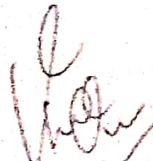
### Annexure 2: Medical Fitness Test

You are required to undergo following medical fitness tests from a certified medical practitioner of your choice and submit a report to us before joining or you may choose to undergo these tests at the time of joining at our facilities/premises:

1. Physical Examination, vision, eye (color blindness test), dental check up
2. HB, WBC total & Diff Count
3. ESR
4. Blood Sugar AC & PC
5. Fasting Lipid Profile
6. Ser. Creatinine
7. LFT
8. Urine Routine Exam
9. Chest X-ray PA View
10. ECG & TMT
11. Audiometry and Spirometry

- In case you undergo Medical Fitness tests by a certified Medical practitioner of your choice, your submitted reports will be considered valid only once verified by our Company CMO / MO.
- You may also be required to undergo medical examination from our referred hospital at the time of joining.
- The decision of our Company CMO / MO will be considered as Final. If declared medically unfit, the LOI stands cancelled.
- The medical charges for above will be reimbursed on joining on production of original bills as per the company's policy. If declared medically unfit, the original bills can be sent to us for reimbursement.

GET  
✓



Authorized Signatory

Sonam Poradhan  
30/10/18

**Vedanta Limited** (Formerly known as Sesa Sterile Ltd/Sesa Goa Ltd.)  
DLF Atria, Jodhpur Marg, DLF City - Phase-2, Gurgaon - 122002, Haryana, India  
T: +91 124 4543000 | Website: [www.sesasterile.com](http://www.sesasterile.com)

Registered Office: Sesa Ghos, 20 EDC Complex, Patna, Panaji (Goa) - 403 001  
CIN: L13209GA1965PLC00044



Placement IGIT &lt;placement@igitsarang.ac.in&gt;

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**IMP: Final Result\_ Ninja Hiring FY'19-IGIT Sarang**

2 messages

**Abhishek Roy4** <abhishek.roy4@tcs.com>

Thu, Oct 11, 2018 at 11:46 AM

To: placement@igitsarang.ac.in, bbcigit@gmail.com

Cc: Anirban Deepray &lt;anirban.deepray@tcs.com&gt;, Gaurab Ray &lt;gaurab.ray@tcs.com&gt;

Dear Sir,

*Greetings from TATA Consultancy Services.....!!!*

It gives us immense pleasure to announce the final results of the **TCS Ninja Hiring, 2018**.  
Sharing with you the final list of students who have cleared TCS Ninja Selection Process.

All selected candidates would get the formal TCS Offer Letters in their respective NextStep portals shortly.  
However, please treat this mailer as a confirmation from our end.

The Final Offer of Appointment is subject to, selected candidates -

- I. Completing their course of study in their esteemed **Institute**.
- II. Meeting the Eligibility Criteria set for the Ninja Hiring
- III. Successfully clearing the Pre-employment Medical Test and BGC (Background Check).
- IV. All selected candidates should have the University's final mark sheets and certificates at the time of their joining TCSL.

Allow me to take a moment to congratulate all the students who have cleared the TCS Ninja Selection Process.

Thanks &amp; Regards

Abhishek Roy

Lead- Campus Hiring

Talent Acquisition Group-India East

Tata Consultancy Services Limited

IT/ITES SEZ, Plot- IIF / 3

Action Area - II, New Town, Rajarhat

Kolkata - 700156, West Bengal

India

Ph:- +91 033 66537042

Buzz:- 4397042

Mailto: [abhishek.roy4@tcs.com](mailto:abhishek.roy4@tcs.com)Website: <http://www.tcs.com>

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Experience certainty. IT Services  
Business Solutions  
Consulting

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**IGIT Sarang Ninja Selects FY'19.xlsx**

10K

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**Placement IGIT** <placement@igitsarang.ac.in>  
To: principal@igitsarang.ac.in

Thu, Oct 11, 2018 at 12:58 PM

[Quoted text hidden]

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Dr.B.B.Choudhury  
Associate Professor & Head  
Training & Placement  
Indira Gandhi Institute of Technology , Sarang, 759146  
(An Autonomous Institute of Govt. of Odisha)  
Dist. Dhenkanal, Odisha,India  
91-9437166989,91-8270836688  
[placement@igitsarang.ac.in](mailto:placement@igitsarang.ac.in)  
[bbchoudhury@igitsarang.ac.in](mailto:bbchoudhury@igitsarang.ac.in)  
[bb.choudhury@gov.in](mailto:bb.choudhury@gov.in)



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**IGIT Sarang Ninja Selects FY'19.xlsx**

10K



| REFERENCE ID  | CANDIDATE NAME    | HIGHEST SPECIALIZATION                        |
|---------------|-------------------|---|
| DT20184342370 | Prachi Das        | Chemical Engineering                          |
| CT20172349960 | Ashwini Mishra    | Chemical Engineering                          |
| DT20184680355 | Priti Merkap      | Chemical Engineering                          |
| CT20162014878 | Abhijit Mishra    | COMPUTER SCIENCE AND ENGINEERING              |
| CT20182574234 | Shashwati Swain   | COMPUTER SCIENCE AND ENGINEERING              |
| DT20184656212 | Keshab Garg       | COMPUTER SCIENCE AND ENGINEERING              |
| CT20182544466 | Rojalin Khatua    | COMPUTER SCIENCE AND ENGINEERING              |
| CT20182541527 | Ananya Jena       | COMPUTER SCIENCE AND ENGINEERING              |
| CT20182551906 | Abani Bebart      | COMPUTER SCIENCE AND ENGINEERING              |
| CT20182447004 | Madhusmita Mishra | COMPUTER SCIENCE AND ENGINEERING              |
| CT20161984579 | Sabyasachi Das    | ELECTRICAL ENGINEERING                        |
| CT20182549983 | Shivangi Mishra   | ELECTRICAL ENGINEERING                        |
| CT20161985181 | Dilip Mangaraj    | ELECTRONICS AND TELECOMMUNICATION ENGINEERING |
| CT20161986960 | Aveet Agarwal     | ELECTRONICS AND TELECOMMUNICATION ENGINEERING |
| CT20182555888 | Soumitri Panda    | ELECTRONICS AND TELECOMMUNICATION ENGINEERING |
| CT20182526119 | Shahamin Rashid   | ELECTRONICS AND TELECOMMUNICATION ENGINEERING |
| CT20182432507 | Swapnil Roy       | ELECTRONICS AND TELECOMMUNICATION ENGINEERING |
| CT20161980547 | Som               | ELECTRONICS AND TELECOMMUNICATION ENGINEERING |
| CT20161989748 | Abhisek Dash      | MECHANICAL ENGINEERING                        |
| CT20161988411 | Swati Patro       | MECHANICAL ENGINEERING                        |
| DT20184682464 | Sanjit Biswal     | MECHANICAL ENGINEERING                        |
| CT20182566255 | Maharshi Tripathy | MECHANICAL ENGINEERING                        |
| CT20182573555 | Sai Mohanty       | MECHANICAL ENGINEERING                        |
| DT20184528419 | Nitin Mohanty     | MECHANICAL ENGINEERING                        |
| DT20184595821 | Nibedita Behera   | MECHANICAL ENGINEERING                        |
| CT20161982313 | Sambit Bishi      | MECHANICAL ENGINEERING                        |
| DT20184658951 | Silpika Mohanty   | POWER SYSTEMS                                 |
| CT20182539246 | Karan Kar         | PRODUCTION ENGINEERING                        |



Ref. No:TSBSL/HR/METs/2019

Date: 13/06/2019

**Mr. Mukti Gourav Nayak**  
IGIT, Sarang

Email : mukti.gourav007@gmail.com  
Mob : +91-8763696629

Dear Mr. Nayak,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).**
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. **You will be under training for a period of one year from the date of your joining.** If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
4. After satisfactory completion of your training, you will be confirmed.
5. This appointment will be subject to your being found medically fit by our Medical Officer. The continuance of this appointment will also be subject to your remaining medically fit. You may also be required at any time during your training / service, to appear before a Medical Officer specified by the Company for medical examination.
6. The appointment is further subject to verification of the particulars given by you in your application form. In case any particular(s) mentioned by you in the application form for appointment are found to be false or incorrect, your services shall be terminated without any notice.
7. The company will expect you to work in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
8. You will devote your whole time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remuneratory, except with the written permission of the Management.
9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

**TATA STEEL BSL LIMITED**

(Formerly known as Bhushan Steel Limited)

Plant: Narendrapur Kusupanga Meramandali Dhenkanal 759 121 Odisha India Tel (O) 06762 300000/ 660002 / 660000

Regd. Office: Ground Floor Mira Corporate Suites Plot No. 1&2 Mathura Road Ishwar Nagar New Delhi 110065

Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942

10. You may be liable to be posted / transferred to any Unit / Branch / Section / Department of the Company, at the discretion of Management.
11. You will be eligible for Reimbursement of up to AC Third Class Railway fare for self.
12. You will be covered under Group Health Insurance (GHI) policy and Group Personal Accident (GPA) policy as per the rules of the company.
13. Notwithstanding any of the clauses of this letter of appointment, the management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.
14. You shall be required to sign and abide by the "Tata Code of Conduct" and shall undertake to sign such declarations that the policy may demand from time to time.
15. You are bound to observe Safety Rules as notified by the Company from time to time. Breach of Safety Rules/Guidelines shall be treated as misconduct and accordingly disciplinary action will be initiated in accordance to Company rules.
16. You are requested to join on **01<sup>st</sup> July, 2019**. Please bring photocopies of all your educational certificates, other testimonials and two passport size photographs at the time of joining.
17. You will report to **HR Department at Odisha Plant** for completion of all joining formalities. If there are any clarifications that you require from us, please get in touch with **Ms. Smita Anand – Human Resources** who would answer your queries. Her email id is [smita.anand@tatasteelbsl.co.in](mailto:smita.anand@tatasteelbsl.co.in). She may also be contacted on her mobile number 07077760848.

Best regards,

Yours faithfully,  
For **Tata Steel BSL**



**S S Hota**  
Chief Human Resource Officer

I, Mukti Gourav Nayak, agree with the terms and conditions of my appointment with Tata Steel BSL.

Date:

Signature :



Placement IGIT &lt;placement@igitsarang.ac.in&gt;

## Selected Students from IGIT for Nexright

5 messages

**Niharika Mohapatra** <niharika@nexright.com>

Fri, Apr 19, 2019 at 2:14 PM

To: placement.igitsarang@gmail.com

Cc: bbchoudhury@igitsarang.ac.in, Chinmayee Pati &lt;chinmayee@nexright.com&gt;, Placement IGIT &lt;placement@igitsarang.ac.in&gt;, prdhal@gmail.com

Dear Sir

After all screening and Interview Process Nexright is happy to make offer to 2 students of IGIT.

1. Mahal Kumar Parida
2. Amit Maity

We are looking forward their joining on Monday 22nd April 2019.

We have short listed two more students to take decision for which we will communicate you later.

1. Annada Samal
2. Anusruti Mohanty

If some girl student with English proficiency ( any graduate ) is interested for Digital Marketing profile at Nexright ,please let us know.

--

**Thanks & Regards,****Niharika Mohapatra | Human Resource |****Nexright Software Solutions Pvt. Ltd.**

#508 ,DLF Cybercity, Bhubaneswar - 751024, Odisha , India

Mob: +91 9437485452 ,+916742974933 (office) E-mail : [careers@nexright.com](mailto:careers@nexright.com)URL: [www.nexright.com](http://www.nexright.com) , Blog :[blog.nexright.com](http://blog.nexright.com)**Placement IGIT** <placement@igitsarang.ac.in>

Fri, Apr 19, 2019 at 2:27 PM

To: placement.igitsarang@gmail.com

Dear Sir

After all screening and Interview Process Nexright is happy to make offer to 2 students of IGIT.

1. Mahal Kumar Parida
2. Amit Maity

We are looking forward their joining on Monday 22nd April 2019.

We have short listed two more students to take decision for which we will communicate you later.

1. Annada Samal
2. Anusruti Mohanty

If some girl student with English proficiency ( any graduate ) is interested for Digital Marketing profile at Nexright ,please let us know.

--

**Thanks & Regards,****| Human Resource |****Nexright Software Solutions Pvt. Ltd.****#508 ,DLF Cybercity, Bhubaneswar - 751024, Odisha , India****URL: [www.nexright.com](http://www.nexright.com) , Blog :[blog.nexright.com](http://blog.nexright.com)**

--

Dr.B.B.Choudhury

Associate Professor &amp; Head

Training &amp; Placement

Indira Gandhi Institute of Technology , Sarang, 759146

(An Autonomous Institute of Govt. of Odisha)

Dist. Dhenkanal, Odisha,India

91-9437166989,91-8270836688

[placement@igitsarang.ac.in](mailto:placement@igitsarang.ac.in)[bbchoudhury@igitsarang.ac.in](mailto:bbchoudhury@igitsarang.ac.in)[bb.choudhury@gov.in](mailto:bb.choudhury@gov.in)

---

**Placement IGIT** <placement@igitsarang.ac.in>

To: amitmaity44@outlook.com

Fri, Apr 19, 2019 at 2:37 PM

[Quoted text hidden]

[Quoted text hidden]

---

**Niharika Mohapatra** <niharika@nexright.com>

Sat, Apr 20, 2019 at 12:34 PM

To: placement.igitsarang@gmail.com

Cc: bbchoudhury@igitsarang.ac.in, Placement IGIT &lt;placement@igitsarang.ac.in&gt;, prdhal@gmail.com, Chinmayee Pati &lt;chinmayee@nexright.com&gt;

Dr. Bibhuti

We are looking for Internship profile

So can you share the profiles who are proficient in any language, and good to have Node JS skill

If you have any query please let me know

Niharika

[Quoted text hidden]

---

**Placement IGIT** <placement@igitsarang.ac.in>

Sat, Apr 20, 2019 at 12:43 PM

To: Niharika Mohapatra &lt;niharika@nexright.com&gt;

Madam,

The eligibility branch and the format of database required.

With Reagrds.

[Quoted text hidden]

[Quoted text hidden]





**ApMoSys Technologies**

A-105, Greenscape Technocity,  
Next to Country Inn & Suites, Shil Phata – Mahape Road,  
Mahape, Navi Mumbai – 400701  
Tel: +91-22-41222250, Fax: +91-22-39167146  
[www.apmosys.in](http://www.apmosys.in)

**Strictly Confidential**

Ref: ApMoSys / Testing / 1941  
<27 March, 2019>

To,  
Ms. Alpha Anindita  
Odisha

**Dear Alpha,**

We are pleased to confirm our offer of employment to you as **Software Tester** with ApMoSys Technologies, starting **17 April, 2019**. At ApMoSys, one of our goals is to provide all our people the opportunity to pursue their careers and objectives. We value your abilities and believe you will find

our work environment to be challenging.

You are requested to report at our Mahape, Navi Mumbai office on or before **17 April, 2019, 10:00 AM.**

**A-105, Greenscape Technocity, Next to Country Inn & Suites  
Mahape, Navi Mumbai**

**Location** - You will be based in **Mumbai** but the Company may require you to work at other Company locations and on customer's sites, both inside or outside India. The Company will seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

**CTC** - Your compensation will be **INR 1,93,764/- per annum inclusive of all statutory compliances.**

In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any member of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice.

**Private Information Policy** - You will be bound by the ApMoSys Private Information Policy for holding in confidence any trade secrets or confidential business and technical information of the Company or its clients.

**Condition of Hire** - All appointments are based on the information furnished by you in your employment

application and all further declarations and undertakings. Hence, any false statement or information furnished as above will lead to your dismissal without notice.

During your employment with the Company you will agree to work on any project that you are assigned to, irrespective of technical platforms / skills and nature of the project. If necessary, you may also be required to work in shifts. Failing to do so can lead to termination of employment without notice.

In the event that you wish to part ways with the company, you will have to serve a notice period of three months, failing which, company may take legal action against you.

For clarification, if any, regarding these instructions/rules/policies please get in touch with the undersigned.

**Alpha**, we believe we can provide you with an atmosphere in which you can develop your skills and grow professionally. We look forward to having you as a part of ApMoSys team.

Yours Sincerely,  
For ApMoSys Technologies  
Manvi Singh  
HR Manager, ApMoSys Technologies



**ApMoSys Technologies**

A-105, Greenscape Technocity,  
Next to Country Inn & Suites, Shil Phata – Mahape Road,  
Mahape, Navi Mumbai – 400701  
Tel: +91-22-41222250, Fax: +91-22-39167146  
[www.apmosys.in](http://www.apmosys.in)

**Strictly Confidential**

Ref: ApMoSys / Testing / 1942  
<27 March, 2019>

To,  
Ms. Laxmipriya Sethi  
Odisha

**Dear Laxmipriya,**

We are pleased to confirm our offer of employment to you as **Software Tester** with ApMoSys Technologies, starting **17 April, 2019**. At ApMoSys, one of our goals is to provide all our people the opportunity to pursue their careers and objectives. We value your abilities and believe you will find

our work environment to be challenging.

You are requested to report at our Mahape, Navi Mumbai office on or before **17 April, 2019, 10:00 AM.**

**A-105, Greenscape Technocity, Next to Country Inn & Suites  
Mahape, Navi Mumbai**

**Location** - You will be based in **Mumbai** but the Company may require you to work at other Company locations and on customer's sites, both inside or outside India. The Company will seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

**CTC** - Your compensation will be **INR 1,93,764/- per annum inclusive of all statutory compliances.**

In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any member of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice.

**Private Information Policy** - You will be bound by the ApMoSys Private Information Policy for holding in confidence any trade secrets or confidential business and technical information of the Company or its clients.

**Condition of Hire** - All appointments are based on the information furnished by you in your employment



application and all further declarations and undertakings. Hence, any false statement or information furnished as above will lead to your dismissal without notice.

During your employment with the Company you will agree to work on any project that you are assigned to, irrespective of technical platforms / skills and nature of the project. If necessary, you may also be required to work in shifts. Failing to do so can lead to termination of employment without notice.

In the event that you wish to part ways with the company, you will have to serve a notice period of three months, failing which, company may take legal action against you.

For clarification, if any, regarding these instructions/rules/policies please get in touch with the undersigned.

**Laxmipriya**, we believe we can provide you with an atmosphere in which you can develop your skills and grow professionally. We look forward to having you as a part of ApMoSys team.

Yours Sincerely,  
For ApMoSys Technologies  
Manvi Singh  
HR Manager, ApMoSys Technologies



**ApMoSys Technologies**

A-105, Greenscape Technocity,  
Next to Country Inn & Suites, Shil Phata – Mahape Road,  
Mahape, Navi Mumbai – 400701  
Tel: +91-22-41222250, Fax: +91-22-39167146  
[www.apmosys.in](http://www.apmosys.in)

**Strictly Confidential**

Ref: ApMoSys / Testing / 1943  
<27 March, 2019>

To,  
Mr. Madhusudan Ratnal  
Odisha

**Dear Madhusudan,**

We are pleased to confirm our offer of employment to you as **Software Tester** with ApMoSys Technologies, starting **17 April, 2019**. At ApMoSys, one of our goals is to provide all our people the opportunity to pursue their careers and objectives. We value your abilities and believe you will find

our work environment to be challenging.

You are requested to report at our Mahape, Navi Mumbai office on or before **17 April, 2019, 10:00 AM.**

**A-105, Greenscape Technocity, Next to Country Inn & Suites  
Mahape, Navi Mumbai**

**Location** - You will be based in **Mumbai** but the Company may require you to work at other Company locations and on customer's sites, both inside or outside India. The Company will seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

**CTC** - Your compensation will be **INR 1,93,764/- per annum inclusive of all statutory compliances.**

In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any member of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice.

**Private Information Policy** - You will be bound by the ApMoSys Private Information Policy for holding in confidence any trade secrets or confidential business and technical information of the Company or its clients.

**Condition of Hire** - All appointments are based on the information furnished by you in your employment

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In the event that you wish to part ways with the company, you will have to serve a notice period of three months, failing which, company may take legal action against you.

For clarification, if any, regarding these instructions/rules/policies please get in touch with the undersigned.

**Madhusudan**, we believe we can provide you with an atmosphere in which you can develop your skills and grow professionally. We look forward to having you as a part of ApMoSys team.

Yours Sincerely,  
For ApMoSys Technologies  
Manvi Singh  
HR Manager, ApMoSys Technologies





**ApMoSys Technologies**

A-105, Greenscape Technocity,  
Next to Country Inn & Suites, Shil Phata – Mahape Road,  
Mahape, Navi Mumbai – 400701  
Tel: +91-22-41222250, Fax: +91-22-39167146  
[www.apmosys.in](http://www.apmosys.in)

**Strictly Confidential**

Ref: ApMoSys / Testing / 1938  
<27 March, 2019>

To,  
Ms. Prasanti Santoshroy  
Odisha

**Dear Prasanti,**

We are pleased to confirm our offer of employment to you as **Software Tester** with ApMoSys Technologies, starting **17 April, 2019**. At ApMoSys, one of our goals is to provide all our people the opportunity to pursue their careers and objectives. We value your abilities and believe you will find

our work environment to be challenging.

You are requested to report at our Mahape, Navi Mumbai office on or before **17 April, 2019, 10:00 AM.**

**A-105, Greenscape Technocity, Next to Country Inn & Suites  
Mahape, Navi Mumbai**

**Location** - You will be based in **Mumbai** but the Company may require you to work at other Company locations and on customer's sites, both inside or outside India. The Company will seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

**CTC** - Your compensation will be **INR 1,93,764/- per annum inclusive of all statutory compliances.**

In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any member of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice.

**Private Information Policy** - You will be bound by the ApMoSys Private Information Policy for holding in confidence any trade secrets or confidential business and technical information of the Company or its clients.

**Condition of Hire** - All appointments are based on the information furnished by you in your employment

application and all further declarations and undertakings. Hence, any false statement or information furnished as above will lead to your dismissal without notice.

During your employment with the Company you will agree to work on any project that you are assigned to, irrespective of technical platforms / skills and nature of the project. If necessary, you may also be required to work in shifts. Failing to do so can lead to termination of employment without notice.

In the event that you wish to part ways with the company, you will have to serve a notice period of three months, failing which, company may take legal action against you.

For clarification, if any, regarding these instructions/rules/policies please get in touch with the undersigned.

**Prasanti**, we believe we can provide you with an atmosphere in which you can develop your skills and grow professionally. We look forward to having you as a part of ApMoSys team.

Yours Sincerely,  
For ApMoSys Technologies  
Manvi Singh  
HR Manager, ApMoSys Technologies



**ApMoSys Technologies**

A-105, Greenscape Technocity,  
Next to Country Inn & Suites, Shil Phata – Mahape Road,  
Mahape, Navi Mumbai – 400701  
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[www.apmosys.in](http://www.apmosys.in)

**Strictly Confidential**

Ref: ApMoSys / Testing / 1940  
<27 March, 2019>

To,  
Ms. Priyanka Mohapatra  
Odisha

**Dear Priyanka,**

We are pleased to confirm our offer of employment to you as **Software Tester** with ApMoSys Technologies, starting **17 April, 2019**. At ApMoSys, one of our goals is to provide all our people the opportunity to pursue their careers and objectives. We value your abilities and believe you will find



our work environment to be challenging.

You are requested to report at our Mahape, Navi Mumbai office on or before **17 April, 2019, 10:00 AM.**

**A-105, Greenscape Technocity, Next to Country Inn & Suites  
Mahape, Navi Mumbai**

**Location** - You will be based in **Mumbai** but the Company may require you to work at other Company locations and on customer's sites, both inside or outside India. The Company will seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

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In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any member of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice.

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In the event that you wish to part ways with the company, you will have to serve a notice period of three months, failing which, company may take legal action against you.

For clarification, if any, regarding these instructions/rules/policies please get in touch with the undersigned.

**Priyanka**, we believe we can provide you with an atmosphere in which you can develop your skills and grow professionally. We look forward to having you as a part of ApMoSys team.

Yours Sincerely,  
For ApMoSys Technologies  
Manvi Singh  
HR Manager, ApMoSys Technologies



**ApMoSys Technologies**

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Next to Country Inn & Suites, Shil Phata – Mahape Road,  
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[www.apmosys.in](http://www.apmosys.in)

**Strictly Confidential**

Ref: ApMoSys / Testing / 1939  
<27 March, 2019>

To,  
Ms. Shibani Swain  
Odisha

**Dear Shibani,**

We are pleased to confirm our offer of employment to you as **Software Tester** with ApMoSys Technologies, starting **17 April, 2019**. At ApMoSys, one of our goals is to provide all our people the opportunity to pursue their careers and objectives. We value your abilities and believe you will find

our work environment to be challenging.

You are requested to report at our Mahape, Navi Mumbai office on or before **17 April, 2019, 10:00 AM.**

**A-105, Greenscape Technocity, Next to Country Inn & Suites  
Mahape, Navi Mumbai**

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In the event of willful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any member of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice.

**Private Information Policy** - You will be bound by the ApMoSys Private Information Policy for holding in confidence any trade secrets or confidential business and technical information of the Company or its clients.

**Condition of Hire** - All appointments are based on the information furnished by you in your employment



application and all further declarations and undertakings. Hence, any false statement or information furnished as above will lead to your dismissal without notice.

During your employment with the Company you will agree to work on any project that you are assigned to, irrespective of technical platforms / skills and nature of the project. If necessary, you may also be required to work in shifts. Failing to do so can lead to termination of employment without notice.

In the event that you wish to part ways with the company, you will have to serve a notice period of three months, failing which, company may take legal action against you.

For clarification, if any, regarding these instructions/rules/policies please get in touch with the undersigned.

**Shibani**, we believe we can provide you with an atmosphere in which you can develop your skills and grow professionally. We look forward to having you as a part of ApMoSys team.

Yours Sincerely,  
For ApMoSys Technologies  
Manvi Singh  
HR Manager, ApMoSys Technologies



Ref. No:TSBSL/HR/METs/2019

Date: 13/06/2019

**Ms. Pratikshya Biswal**

IGIT, Sarang

Email : pratikshyas@outlook.com

Mob : +91-9437115548

Dear Ms. Biswal,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).**
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. **You will be under training for a period of one year from the date of your joining.** If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
4. After satisfactory completion of your training, you will be confirmed.
5. This appointment will be subject to your being found medically fit by our Medical Officer. The continuance of this appointment will also be subject to your remaining medically fit. You may also be required at any time during your training / service, to appear before a Medical Officer specified by the Company for medical examination.
6. The appointment is further subject to verification of the particulars given by you in your application form. In case any particular(s) mentioned by you in the application form for appointment are found to be false or incorrect, your services shall be terminated without any notice.
7. The company will expect you to work in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
8. You will devote your whole time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remuneratory, except with the written permission of the Management.
9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

**TATA STEEL BSL LIMITED**

(Formerly known as Bhushan Steel Limited)

Plant: Narendrapur Kusupanga Meramandali Dhenkanal 759 121 Odisha India Tel (O) 06762 300000/ 660002 / 660000

Regd. Office: Ground Floor Mira Corporate Suites Plot No. 1&2 Mathura Road Ishwar Nagar New Delhi 110065

Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942

10. You may be liable to be posted / transferred to any Unit / Branch / Section / Department of the Company, at the discretion of Management.
11. You will be eligible for Reimbursement of up to AC Third Class Railway fare for self.
12. You will be covered under Group Health Insurance (GHI) policy and Group Personal Accident (GPA) policy as per the rules of the company.
13. Notwithstanding any of the clauses of this letter of appointment, the management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.
14. You shall be required to sign and abide by the "Tata Code of Conduct" and shall undertake to sign such declarations that the policy may demand from time to time.
15. You are bound to observe Safety Rules as notified by the Company from time to time. Breach of Safety Rules/Guidelines shall be treated as misconduct and accordingly disciplinary action will be initiated in accordance to Company rules.
16. You are requested to join on **01<sup>st</sup> July, 2019**. Please bring photocopies of all your educational certificates, other testimonials and two passport size photographs at the time of joining.
17. You will report to **HR Department at Odisha Plant** for completion of all joining formalities. If there are any clarifications that you require from us, please get in touch with **Ms. Smita Anand – Human Resources** who would answer your queries. Her email id is **smita.anand@tatasteelbsl.co.in**. She may also be contacted on her mobile number **07077760848**.

Best regards,

Yours faithfully,  
For **Tata Steel BSL**



**S S Hota**  
**Chief Human Resource Officer**

I, Pratikshya Biswal, agree with the terms and conditions of my appointment with Tata Steel BSL.

Date:

Signature :





Ref. No:TSBSL/HR/METs/2019

Date: 13/06/2019

**Ms. Pratikshya Priyadarshini**  
IGIT, Sarang

Email : pratikshya922@gmail.com  
Mob : +91-8895993915

Dear Ms. Priyadarshini,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).**
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. **You will be under training for a period of one year from the date of your joining.** If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
4. After satisfactory completion of your training, you will be confirmed.
5. This appointment will be subject to your being found medically fit by our Medical Officer. The continuance of this appointment will also be subject to your remaining medically fit. You may also be required at any time during your training / service, to appear before a Medical Officer specified by the Company for medical examination.
6. The appointment is further subject to verification of the particulars given by you in your application form. In case any particular(s) mentioned by you in the application form for appointment are found to be false or incorrect, your services shall be terminated without any notice.
7. The company will expect you to work in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
8. You will devote your whole time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remuneratory, except with the written permission of the Management.
9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

**TATA STEEL BSL LIMITED**

(Formerly known as Bhushan Steel Limited)

Plant: Narendrapur Kusupanga Meramandali Dhenkanal 759 121 Odisha India Tel (O) 06762 300000/ 660002 / 660000

Regd. Office: Ground Floor Mira Corporate Suites Plot No. 1&2 Mathura Road Ishwar Nagar New Delhi 110065

Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942

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17. You will report to **HR Department at Odisha Plant** for completion of all joining formalities. If there are any clarifications that you require from us, please get in touch with **Ms. Smita Anand – Human Resources** who would answer your queries. Her email id is [smita.anand@tatasteelbsl.co.in](mailto:smita.anand@tatasteelbsl.co.in). She may also be contacted on her mobile number 07077760848.

Best regards,

Yours faithfully,  
For **Tata Steel BSL**



**S S Hota**  
Chief Human Resource Officer

I, Pratikshya Priyadarshini, agree with the terms and conditions of my appointment with Tata Steel BSL.

Date:

Signature :





Ref. No:TSBSL/HR/METs/2019

Date: 13/06/2019

**Mr. Prayas Muduli**

IGIT, Sarang

Email : prayas.muduli13@gmail.com

Mob : +91-7504222148

Dear Mr. Muduli,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).**
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. **You will be under training for a period of one year from the date of your joining.** If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
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8. You will devote your whole time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remuneratory, except with the written permission of the Management.
9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

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Plant: Narendrapur Kusupanga Meramandali Dhenkanal 759 121 Odisha India Tel (O) 06762 300000/ 660002 / 660000

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Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942

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17. You will report to **HR Department at Odisha Plant** for completion of all joining formalities. If there are any clarifications that you require from us, please get in touch with **Ms. Smita Anand – Human Resources** who would answer your queries. Her email id is **smita.anand@tatasteelbsl.co.in**. She may also be contacted on her mobile number **07077760848**.

Best regards,

Yours faithfully,  
For **Tata Steel BSL**



**S S Rota**  
**Chief Human Resource Officer**

I, Prayas Muduli, agree with the terms and conditions of my appointment with Tata Steel BSL.

Date:

Signature :



Placement IGIT &lt;placement@igitsarang.ac.in&gt;

**Adani Gas Via PRE-ASSESSR || Congratulations || 2019 Batch || Offered candidate**

2 messages

**Chintan Sanghvi** <chintan.sanghvi@cocubes.com>

Mon, Jun 24, 2019 at 12:34 PM

To: "placement@igitsarang.ac.in" &lt;placement@igitsarang.ac.in&gt;

Cc: Avirup Das &lt;avirup.das@cocubes.com&gt;, Payel Das &lt;payel.das@cocubes.com&gt;

Dear Sir,

Congratulations!

Please find below the offered candidate by **Adani Gas**. The student were shortlisted based on the **Pre-Assess®** score. The interview process for the shortlisted student was conducted at their company office.

-

| CoCubes ID | Name         | College                                       | Branch                 | Degree   |
|------------|--------------|---|------------------------|----------|
| 2718055    | Rajesh Nayak | Indira Gandhi Institute Of Technology, Sarang | Electrical Engineering | B. Tech. |

-

**Designation:** Graduate Engineer Trainee**Salary:** 4.1 LPA

Thank you for your support during the entire process, looking forward in adding value to your esteemed institute.

Regards,

Chintan Sanghvi

Intern- Institutions

+918334986623

**CoCubes**  
An Aon Hewitt Company

Seamless Access To Assessments



Behavioral



Cognitive



Technical



Vocational

www.cocubes.com

Placement IGIT &lt;placement@igitsarang.ac.in&gt;

Mon, Jun 24, 2019 at 12:41 PM

To: placement.igitsarang@gmail.com

Dear Sir,

Congratulations!

Please find below the offered candidate by **Adani Gas**. The student were shortlisted based on the **Pre-Assess®** score. The interview process for the shortlisted student was conducted at their company office.

-

| CoCubes ID | Name         | College                                       | Branch                 | Degree   |
|------------|--------------|---|------------------------|----------|
| 2718055    | Rajesh Nayak | Indira Gandhi Institute Of Technology, Sarang | Electrical Engineering | B. Tech. |

-

**Designation:** Graduate Engineer Trainee

**Salary:** 4.1 LPA

Thank you for your support during the entire process, looking forward in adding value to your esteemed institute.

Regards,

Chintan Sanghvi

Intern- Institutions

**CoCubes**  
An Aon Hewitt Company

Seamless Access To Assessments



www.cocubes.com

--  
Dr.B.B.Choudhury  
Associate Professor & Head  
Training & Placement  
Indira Gandhi Institute of Technology , Sarang, 759146  
(An Autonomous Institute of Govt. of Odisha)  
Dist. Dhenkanal, Odisha,India  
91-9437166989,91-8270836688  
[placement@igitsarang.ac.in](mailto:placement@igitsarang.ac.in)  
[bbchoudhury@igitsarang.ac.in](mailto:bbchoudhury@igitsarang.ac.in)  
[bb.choudhury@gov.in](mailto:bb.choudhury@gov.in)







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**Results - Jaro Education**

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Judith <judith.f@jaro.in>  
To: placement@igitsarang.ac.in

Tue, De

Dear Mr BB Choudhary,

We are pleased to inform that the following students have been selected with Jaro Education -

|                       |            |      |      |
|-----------------------|------------|------|------|
| Yasg Ranjan Mohapatra | 9437706046 | Engg | IGIT |
| Mukti Gourav Nayak    | 8763696629 | Engg | IGIT |

Offer letters will be shared with you soon.

Also update us about their location preference at the earliest.

All/Any examination/other leaves would be given only after 45 days of employment. (Kindly keep us updated about their examination schedule & also **confirm the date of joining** basis the noi

Kindly confirm the same.

Shall there be any queries, please do not hesitate to contact me.

Thanks & Regards,

Judith Francis

Human Resources

Tel: 022-67842875/ 7506088912

E-Mail: [judith.f@jaro.in](mailto:judith.f@jaro.in)

**JARO Institute of Technology, Management and Research Pvt. Ltd.**

11th Floor, Vikas Center, Between Golf Club and Basasnt Theatre,

Dr. C.G. Road, Chembur (East), Mumbai - 400074



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Web: [www.jaroeducation.com](http://www.jaroeducation.com)

Mumbai | Noida | Chennai | Bangalore | Gurgaon | Pune | Hyderabad | Cochin



Ref. No:TSBSL/HR/METs/2019

Date: 13/06/2019

**Mr. Rudrendu Kumar Swain**

IGIT, Sarang

Email : rudrendu.swain@gmail.com

Mob : +91-8018512973

Dear Mr. Swain,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).**
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8. You will devote your whole time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remuneratory, except with the written permission of the Management.
9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

**TATA STEEL BSL LIMITED**

(Formerly known as Bhushan Steel Limited)

Plant: Narendrapur Kusupanga Meramandali Dhenkanal 759 121 Odisha India Tel (O) 06762 300000/ 660002 / 660000

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Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942

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13. Notwithstanding any of the clauses of this letter of appointment, the management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.
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17. You will report to **HR Department at Odisha Plant** for completion of all joining formalities. If there are any clarifications that you require from us, please get in touch with **Ms. Smita Anand – Human Resources** who would answer your queries. Her email id is **smita.anand@tatasteelbsl.co.in**. She may also be contacted on her mobile number **07077760848**.

Best regards,

Yours faithfully,  
For **Tata Steel BSL**



**S S Hota**  
**Chief Human Resource Officer**

I, Rudrendu Kumar Swain, agree with the terms and conditions of my appointment with Tata Steel BSL.

Date:

Signature :



Name: *Silpa Panda*  
Dear Mr/Ms : *Silpa*

Date: *30 October*  
*2018*

**LETTER OF INTENT**

We refer to the recent discussions we had regarding career opportunities in the Vedanta Group. We are pleased to extend you a letter of intent for the position of **Graduate Engineer Trainee** at Total Target Remuneration of **INR 7.95 Lakhs** per annum (Refer Annexure 1 for details).

A detailed Offer cum Appointment Letter will be issued to you post completion of our entire recruitment procedure for hiring Graduate Engineer Trainees. The place of posting and reporting date will be communicated to you separately.

This offer is subject to you being found medically fit at the time of joining (as per the medical test attached in the Annexure 2), Background Checks & fulfilling the following eligibility criteria:

- 60% throughout in X, XII and Graduation, without any backlogs at the time of selection and joining.
- No gap between X and XII in academics. Not more than 1 year of gap between XII & Graduation. No other break in regular course of studies is allowed.
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- For Safety and Environment: Two year gap will be allowed between XII and engineering and One year gap between Graduation and Post-Graduation.

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

- Originals & Photocopies of all educational Certificates – X, XII, UG, additional qualifications (If any)
- Proof of your Date of Birth
- 5 Passport size photographs
- PAN Card

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

We welcome you to the Vedanta family and wish you a rewarding and successful career ahead.

With Best Wishes,

Yours sincerely,

  
**Authorized Signatory**

**Vedanta Limited**

**Aluminium & Power**

Vill : Bhurkamunda, P. O. : Kalimandir, Dist. : Jharsuguda (Odisha) : 768202

T +91-664 566 6000 F +91-664 566 6267 [www.vedantalimited.com](http://www.vedantalimited.com)

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CIN: L13209MH1965PLC291394



Ref. No:TSBSL/HR/METs/2019

Date: 13/06/2019

**Mr. Sourav Dash**

IGIT, Sarang

Email : vsouradash100@gmail.com

Mob : +91-7077083278

Dear Mr. Dash,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).**
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. **You will be under training for a period of one year from the date of your joining.** If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
4. After satisfactory completion of your training, you will be confirmed.
5. This appointment will be subject to your being found medically fit by our Medical Officer. The continuance of this appointment will also be subject to your remaining medically fit. You may also be required at any time during your training / service, to appear before a Medical Officer specified by the Company for medical examination.
6. The appointment is further subject to verification of the particulars given by you in your application form. In case any particular(s) mentioned by you in the application form for appointment are found to be false or incorrect, your services shall be terminated without any notice.
7. The company will expect you to work in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
8. You will devote your whole time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remuneratory, except with the written permission of the Management.
9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

**TATA STEEL BSL LIMITED**

(Formerly known as Bhushan Steel Limited)

Plant: Narendrapur Kusupanga Meramandali Dhenkanal 759 121 Odisha India Tel (O) 06762 300000/ 660002 / 660000

Regd. Office: Ground Floor Mira Corporate Suites Plot No. 1&2 Mathura Road Ishwar Nagar New Delhi 110065

Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942



10. You may be liable to be posted / transferred to any Unit / Branch / Section / Department of the Company, at the discretion of Management.
11. You will be eligible for Reimbursement of up to AC Third Class Railway fare for self.
12. You will be covered under Group Health Insurance (GHI) policy and Group Personal Accident (GPA) policy as per the rules of the company.
13. Notwithstanding any of the clauses of this letter of appointment, the management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.
14. You shall be required to sign and abide by the "Tata Code of Conduct" and shall undertake to sign such declarations that the policy may demand from time to time.
15. You are bound to observe Safety Rules as notified by the Company from time to time. Breach of Safety Rules/Guidelines shall be treated as misconduct and accordingly disciplinary action will be initiated in accordance to Company rules.
16. You are requested to join on **01<sup>st</sup> July, 2019**. Please bring photocopies of all your educational certificates, other testimonials and two passport size photographs at the time of joining.
17. You will report to **HR Department at Odisha Plant** for completion of all joining formalities. If there are any clarifications that you require from us, please get in touch with **Ms. Smita Anand – Human Resources** who would answer your queries. Her email id is [smita.anand@tatasteelbsl.co.in](mailto:smita.anand@tatasteelbsl.co.in). She may also be contacted on her mobile number 07077760848.

Best regards,

Yours faithfully,  
For **Tata Steel BSL**



**S S Hota**

**Chief Human Resource Officer**

I, Sourav Dash, agree with the terms and conditions of my appointment with Tata Steel BSL.

Date:

Signature :



Ref. No:TSBSL/HR/METs/2019

Date: 13/06/2019

**Mr. Shubham Gupta**

IGIT, Sarang

Email : shubh4u.147@gmail.com

Mob : +91-9776568423

Dear Mr. Gupta,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).**
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. **You will be under training for a period of one year from the date of your joining.** If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
4. After satisfactory completion of your training, you will be confirmed.
5. This appointment will be subject to your being found medically fit by our Medical Officer. The continuance of this appointment will also be subject to your remaining medically fit. You may also be required at any time during your training / service, to appear before a Medical Officer specified by the Company for medical examination.
6. The appointment is further subject to verification of the particulars given by you in your application form. In case any particular(s) mentioned by you in the application form for appointment are found to be false or incorrect, your services shall be terminated without any notice.
7. The company will expect you to work in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
8. You will devote your whole time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remuneratory, except with the written permission of the Management.
9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

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Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942



10. You may be liable to be posted / transferred to any Unit / Branch / Section / Department of the Company, at the discretion of Management.
11. You will be eligible for Reimbursement of up to AC Third Class Railway fare for self.
12. You will be covered under Group Health Insurance (GHI) policy and Group Personal Accident (GPA) policy as per the rules of the company.
13. Notwithstanding any of the clauses of this letter of appointment, the management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.
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17. You will report to **HR Department at Odisha Plant** for completion of all joining formalities. If there are any clarifications that you require from us, please get in touch with **Ms. Smita Anand – Human Resources** who would answer your queries. Her email id is [smita.anand@tatasteelbsl.co.in](mailto:smita.anand@tatasteelbsl.co.in). She may also be contacted on her mobile number 07077760848.

Best regards,

Yours faithfully,  
For **Tata Steel BSL**



**S S Hota**  
Chief Human Resource Officer

I, Shubham Gupta, agree with the terms and conditions of my appointment with Tata Steel BSL.

Date:

Signature :



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Name: Swati Swagatika Behera

Date: 30 october 2018

Dear Mr/Ms: Swati

## LETTER OF INTENT

We refer to the recent discussions we had regarding career opportunities in the Vedanta Group. We are pleased to extend you a letter of intent for the position of **Graduate Engineer Trainee** at Total Target Remuneration of **INR 7.95 Lakhs** per annum (Refer Annexure 1 for details).

A detailed Offer cum Appointment Letter will be issued to you post completion of our entire recruitment procedure for hiring Graduate Engineer Trainees. The place of posting and reporting date will be communicated to you separately.

This offer is subject to you being found medically fit at the time of joining (as per the medical test attached in the Annexure 2), Background Checks & fulfilling the following eligibility criteria:

- 60% throughout in X, XII and Graduation, without any backlogs at the time of selection and joining.
- No gap between X and XII in academics. Not more than 1 year of gap between XII & Graduation. No other break in regular course of studies is allowed.
- Engineers with diploma entry are not eligible.
- For Safety and Environment: Two year gap will be allowed between XII and engineering and One year gap between Graduation and Post-Graduation.

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

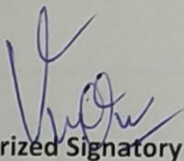
- Originals & Photocopies of all educational Certificates – X, XII, UG, additional qualifications (If any)
- Proof of your Date of Birth
- 5 Passport size photographs
- PAN Card

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

We welcome you to the Vedanta family and wish you a rewarding and successful career ahead.

With Best Wishes,

Yours sincerely,

  
Authorized Signatory

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CIN: L13209MH1965PLC291394

GET  
ME





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Name: Swati Saloni Patra

Date: 30 October 2018

Dear Mr/Ms: Swati

## LETTER OF INTENT

We refer to the recent discussions we had regarding career opportunities in the Vedanta Group. We are pleased to extend you a letter of intent for the position of Graduate Engineer Trainee at Total Target Remuneration of INR 7.95 Lakhs per annum (Refer Annexure 1 for details).

A detailed Offer cum Appointment Letter will be issued to you post completion of our entire recruitment procedure for hiring Graduate Engineer Trainees. The place of posting and reporting date will be communicated to you separately.

This offer is subject to you being found medically fit at the time of joining (as per the medical test attached in the Annexure 2), Background Checks & fulfilling the following eligibility criteria:

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With Best Wishes,

Yours sincerely,

Authorized Signatory

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**Annexure 1: Compensation Breakup**

Set forth below is an outline of the management compensation terms and conditions by which the undersigned parties agree to abide. The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed by candidate in any manner or form, directly or indirectly, to any person or entity without the company's consent.

Date: 30 October  
2018

|                         |                           |
|-------------------------|---------------------------|
| Name                    | Swati Saloni Patto        |
| Company / Business Unit | Vedanta Limited           |
| Position / Title        | Graduate Engineer Trainee |
| Training Period         | 6 Months                  |
| Probation Period        | 6 Months (M7)             |
| Confirmation            | Post 12 months            |

**Compensation Scheme**

**I. Total Target Remuneration from Date of Joining**

| Fixed Pay |                              |                        |  |
|-----------|------------------------------|------------------------|--|
| #         | Particulars                  | Amount (INR) Per Annum | Notes  |
| I         | Basic                        | 1,67,700               | Basic is paid on a monthly basis. Retirals are linked to this. Subject to tax.   |
| II        | House Rent Allowance ("HRA") | 67,080                 | House Rent Allowance is paid on a monthly basis. HRA is provided to meet the cost of accommodation. HRA is calculated at 40% of the Basic pay. HRA is an allowance and is subject to income tax. The exemption on HRA is covered under Section 10 (13A) of the Income Tax Act and Rule 2A of the Income Tax Rules. |
| III       | Personal Allowance           | 1,52,218               | Personal Allowance is paid on a monthly basis. This element has no linkage to any component of compensation / retirals. Subject to tax.  |
| IV        | Statutory Bonus              | 33,540                 | Bonus is paid on a monthly basis and calculated at 20% of the Basic pay, subject to Income tax.  |
| V         | Uniform Allowance            | 12,000                 | Uniform Allowance is paid on a monthly basis. It is granted to meet the expenditure incurred on purchase or maintenance of uniform to wear during the performance of the duties of an office. It is taxable.   |
| VI        | Conveyance Allowance ("CA"). | 19,200                 | Conveyance Allowance is paid on a monthly basis. It is paid to meet the conveyance expense of an employee. CA is exempted U/S 10(14), rule 2BB up to Rs. 1600 /- per month.  |

**Vedanta Limited** (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.)  
DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon – 122002, Haryana, India  
T +91 124 4593000 | Website: [www.sesasterlite.com](http://www.sesasterlite.com)

Registered Office: Sesa Ghor, 20 EDC Complex, Patto, Panaji (Goa) - 403 001  
CIN: L13209GA1965PLC000044



| #         | Particulars                    | Amount (INR) per annum | Remarks  |
|-----------|--------------------------------|------------------------|--|
| VII       | Vehicle Maintenance Allowance  | 21,600                 | Vehicle Maintenance Allowance is paid on a monthly basis. It is paid to meet the vehicle maintenance expense of an employee. It is taxable.  |
| VIII      | Leave Travel Allowance ("LTA") | 13,975                 | Leave Travel Allowance is a reimbursement for travel within India. It is governed by IT Act where one can claim tax exemptions twice in a block of four years and should be on Privilege leave for a minimum period of 5 days and this can be clubbed with weekly off or a paid holiday. |
| IX        | Medical                        | 15,000                 | Reimbursement of medical expenses actually incurred by an employee for his / her medical treatment or the treatment of any member of the family up to Rs. 15,000 per annum.  |
| X         | Provident Fund ("PF")          | 20,124                 | As per employee provident fund Act 1952, an employer is required to contribute minimum 12% of the Basic Salary to EPF. And equal amount will be deducted as employee contribution from monthly payroll.  |
| XI        | Gratuity                       | 8,063                  | The employer will contribute 15 days basic for every completed year of service. This will be payable when the employee leaves / superannuates. The eligibility condition is minimum 5 years of service as per the payment of Gratuity Act 1972.  |
| XII       | Mediclaim Policy               | 14,500                 | Covered under insurance scheme as per company policy. Coverage as per floating policy. Maximum coverage as per policy is INR 6 Lacs. <b>This component is not cashed out.</b>  |
| XII       | Personal Accident Insurance    | 5,000                  | Covered under accident insurance scheme as per company policy. Coverage for self only. Maximum coverage as per policy is INR 10 Lacs. <b>This component is not cashed out.</b>   |
| Fixed Pay |                                | 5,50,000               | Sum of all above   |

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| Performance Pay Scheme (As currently applicable and subject to change as per company rules from time to time) |          |  |
|---|----------|--|
| Target Annual Performance Pay   | 2,45,000 | <p>The objective of Performance Pay Scheme is to incentivize employees to achieve specific Group/Business and/or financial and strategic predetermined goals, within the Group's/Business risk appetite. The evaluation on the performance measures will be done on completion of the financial year (April – March). The plan and payout is linked to achievement of business and individual targets. First year payout will be pro-rated basis date of joining and an individual would be entitled to payout on completion of minimum one year of tenure with the organization. This policy is subject to management discretion and can be revised from time to time, payout is subject to tax.</p> <p>Nil      INR 1.17 L      INR 2.45 L      INR 3.5 L</p> <p>Minimum      Threshold      Target      Stretched</p> |
| Total Target Remuneration   | 7,95,000 |  |

The above Compensation and Benefits are subject to taxes, to be borne by the incumbent as per prevailing tax laws.

#### Other terms & conditions

- 100% compliance of company's rules, regulations, code of conduct and Group Values
- Production Incentive : You will be eligible for Production Incentive from Training Period onwards (in Business / Unit locations only) as per the Scheme in Vogue (subject to Company Policy) up to a maximum of INR 50,000 .This is not applicable in Corporate and Non Unit Locations.
- In addition, you will be entitled for retention bonus of INR 1,50,000 which will be paid in 3 installments of INR 50,000 each on completion of 18, 30 & 42 months respectively from date of joining.

For Vedanta Limited

Name:

Designation:

The provisions of this Letter of Intent have been read, are understood, and the offer is herewith accepted. I understand that my employment is contingent upon of fulfilling eligibility criteria and clearing medical fitness tests.

[NAME]

[SIGNATURE]

[DATE]

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## Annexure 2: Medical Fitness Test

You are required to undergo following medical fitness tests from a certified medical practitioner of your choice and submit a report to us before joining or you may choose to undergo these tests at the time of joining at our facilities/premises:

1. Physical Examination, vision, eye (color blindness test), dental check up
2. HB. WBC total & Diff Count
3. ESR
4. Blood Sugar AC & PC
5. Fasting Lipid Profile
6. Ser. Creatinine
7. L F T
8. Urine Routine Exam
9. Chest X-ray PA View
10. ECG & T M T
11. Audiometry and Spirometry

- In case you undergo Medical Fitness tests by a certified Medical practitioner of your choice, your submitted reports will be considered valid only once verified by our Company CMO / MO.
- You may also be required to undergo medical examination from our referred hospital at the time of joining.
- The decision of our Company CMO / MO will be considered as Final. If declared medically unfit, the LOI stands cancelled.
- The medical charges for above will be reimbursed on joining on production of original bills as per the company's policy. If declared medically unfit, the original bills can be sent to us for reimbursement.



Authorized Signatory

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CIN: L13209GA1965PLC000044



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Name: Swati Saloni Patra

Date: 30 October 2018

Dear Mr/Ms: Swati

## LETTER OF INTENT

We refer to the recent discussions we had regarding career opportunities in the Vedanta Group. We are pleased to extend you a letter of intent for the position of Graduate Engineer Trainee at Total Target Remuneration of INR 7.95 Lakhs per annum (Refer Annexure 1 for details).

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- Proof of your Date of Birth
- 5 Passport size photographs
- PAN Card

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

We welcome you to the Vedanta family and wish you a rewarding and successful career ahead.

With Best Wishes,

Yours sincerely,

Authorized Signatory

Vedanta Limited

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**Annexure 1: Compensation Breakup**

Set forth below is an outline of the management compensation terms and conditions by which the undersigned parties agree to abide. The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed by candidate in any manner or form, directly or indirectly, to any person or entity without the company's consent.

Date: 30 October  
2018

|                         |                           |
|-------------------------|---------------------------|
| Name                    | Swati Saloni Patto        |
| Company / Business Unit | Vedanta Limited           |
| Position / Title        | Graduate Engineer Trainee |
| Training Period         | 6 Months                  |
| Probation Period        | 6 Months (M7)             |
| Confirmation            | Post 12 months            |

**Compensation Scheme**

**I. Total Target Remuneration from Date of Joining**

| Fixed Pay |                              |                        |  |
|-----------|------------------------------|------------------------|--|
| #         | Particulars                  | Amount (INR) Per Annum | Notes  |
| I         | Basic                        | 1,67,700               | Basic is paid on a monthly basis. Retirals are linked to this. Subject to tax.   |
| II        | House Rent Allowance ("HRA") | 67,080                 | House Rent Allowance is paid on a monthly basis. HRA is provided to meet the cost of accommodation. HRA is calculated at 40% of the Basic pay. HRA is an allowance and is subject to income tax. The exemption on HRA is covered under Section 10 (13A) of the Income Tax Act and Rule 2A of the Income Tax Rules. |
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DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon – 122002, Haryana, India  
T +91 124 4593000 | Website: [www.sesasterlite.com](http://www.sesasterlite.com)

Registered Office: Sesa Ghor, 20 EDC Complex, Patto, Panaji (Goa) - 403 001  
CIN: L13209GA1965PLC000044



| Performance Pay Scheme (As currently applicable and subject to change as per company rules from time to time) |          |  |
|---|----------|--|
| Target Annual Performance Pay   | 2,45,000 | <p>The objective of Performance Pay Scheme is to incentivize employees to achieve specific Group/Business and/or financial and strategic predetermined goals, within the Group's/Business risk appetite. The evaluation on the performance measures will be done on completion of the financial year (April – March). The plan and payout is linked to achievement of business and individual targets. First year payout will be pro-rated basis date of joining and an individual would be entitled to payout on completion of minimum one year of tenure with the organization. This policy is subject to management discretion and can be revised from time to time, payout is subject to tax.</p> <p>Nil      INR 1.17 L      INR 2.45 L      INR 3.5 L</p> <p>Minimum      Threshold      Target      Stretched</p> |
| Total Target Remuneration   | 7,95,000 |  |

The above Compensation and Benefits are subject to taxes, to be borne by the incumbent as per prevailing tax laws.

#### Other terms & conditions

- 100% compliance of company's rules, regulations, code of conduct and Group Values
- Production Incentive : You will be eligible for Production Incentive from Training Period onwards (in Business / Unit locations only) as per the Scheme in Vogue (subject to Company Policy) up to a maximum of INR 50,000 .This is not applicable in Corporate and Non Unit Locations.
- In addition, you will be entitled for retention bonus of INR 1,50,000 which will be paid in 3 installments of INR 50,000 each on completion of 18, 30 & 42 months respectively from date of joining.

For Vedanta Limited

Name:

Designation:

The provisions of this Letter of Intent have been read, are understood, and the offer is herewith accepted. I understand that my employment is contingent upon of fulfilling eligibility criteria and clearing medical fitness tests.

[NAME]

[SIGNATURE]

[DATE]

**Vedanta Limited** (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.)

DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon – 122002, Haryana, India  
T +91 124 4593000 | Website: [www.sesasterlite.com](http://www.sesasterlite.com)


Registered Office: Sesa Ghor, 20 EDC Complex, Patto, Panaji (Goa) - 403 001  
CIN: L13209GA1965PLC000044

## Annexure 2: Medical Fitness Test

You are required to undergo following medical fitness tests from a certified medical practitioner of your choice and submit a report to us before joining or you may choose to undergo these tests at the time of joining at our facilities/premises:

1. Physical Examination, vision, eye (color blindness test), dental check up
2. HB. WBC total & Diff Count
3. ESR
4. Blood Sugar AC & PC
5. Fasting Lipid Profile
6. Ser. Creatinine
7. L F T
8. Urine Routine Exam
9. Chest X-ray PA View
10. ECG & T M T
11. Audiometry and Spirometry

- In case you undergo Medical Fitness tests by a certified Medical practitioner of your choice, your submitted reports will be considered valid only once verified by our Company CMO / MO.
- You may also be required to undergo medical examination from our referred hospital at the time of joining.
- The decision of our Company CMO / MO will be considered as Final. If declared medically unfit, the LOI stands cancelled.
- The medical charges for above will be reimbursed on joining on production of original bills as per the company's policy. If declared medically unfit, the original bills can be sent to us for reimbursement.



Authorized Signatory

**Vedanta Limited** (Formerly known as Sesa Sterlite Ltd/Sesa Goa Ltd.)

DLF Atria, Jacaranda Marg, DLF City - Phase-2, Gurgaon – 122002, Haryana, India

T +91 124 4593000 | Website: [www.sesasterlite.com](http://www.sesasterlite.com)

Registered Office: Sesa Ghor, 20 EDC Complex, Patto, Panaji (Goa) - 403 001

CIN: L13209GA1965PLC000044





Placement IGIT &lt;placement@igitsarang.ac.in&gt;

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**Selection of shortlisted candidates for GET**

2 messages

**arjesh mishra** <arjeshmishra@aartisteelsltd.com>

Thu, Apr 18, 2019 at 5:51 PM

To: "placement@igitsarang.ac.in" &lt;placement@igitsarang.ac.in&gt;

Cc: Sushen Mittal &lt;sushen.mittal@aartisteelsltd.com&gt;, "Ltp.Narayan" &lt;ltp.narayan@aartisteelsltd.com&gt;, Asiskumar-mohanty &lt;asismohanty@aartisteelsltd.com&gt;, Pcpanda &lt;pcpanda@aartisteelsltd.com&gt;

Dear Sir,

This has reference to our mail dated 14.03.2019 and dated 12.04.2019 regarding our campus drive for 2019-20.

For the position of Graduate Engineer Trainee at our Cuttack plant, the shortlisted students of your esteemed Institute based on the result of our mobile app game "KNACK" were called for personal interview on 16.04.2019 at our plant and interview of all of them, who turned up for the same, was held.

We have the pleasure to inform you that the following interviewees of your esteemed Institute have been selected for the position of Graduate Engineer Trainee.

1.Mr. Mohit Kumar Sharma

2.Mr. Pritish Nayak

They will undergo training as Graduate Engineer Trainee for a period of one year. They will be paid Rs.16,000/- per month as stipend during their training period of one year. On successful completion of their training, they will be inducted into our company roll with a CTC of Rs.24,000/- per month.

We wish them best of luck and will be issuing them the LOI individually through their recorded personal mail shortly

Thanks &amp; Regards,

Arjesh Mishra,

A.V.P. -HR&amp;A,

Aarti Steels Ltd.

Ghantikhal, Cuttack(Odisha)

---

**Placement IGIT** <placement@igitsarang.ac.in>

Thu, Apr 18, 2019 at 6:07 PM

To: mswain364@gmail.com, Amit G &lt;amit.to.ambition@gmail.com&gt;, Prasant Dhal &lt;prdhal@gmail.com&gt;, Jogendrav Majhi &lt;jogia7924@gmail.com&gt;, pritishnayak95@gmail.com

Dear Sir,

This has reference to our mail dated 14.03.2019 and dated 12.04.2019 regarding our campus drive for 2019-20.

For the position of Graduate Engineer Trainee at our Cuttack plant, the shortlisted students of your esteemed Institute based on the result of our mobile app game "KNACK" were called for personal interview on 16.04.2019 at our plant and interview of all of them, who turned up for the same, was held.

We have the pleasure to inform you that the following interviewees of your esteemed Institute have been selected for the position of Graduate Engineer Trainee.

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We wish them best of luck and will be issuing them the LOI individually through their recorded personal mail shortly

Thanks & Regards,

A.V.P. -HR&A,

Aarti Steels Ltd.

Ghantikhal, Cuttack(Odisha)

--

Dr.B.B.Choudhury  
Associate Professor & Head  
Training & Placement  
Indira Gandhi Institute of Technology , Sarang, 759146  
(An Autonomous Institute of Govt. of Odisha)  
Dist. Dhenkanal, Odisha,India  
91-9437166989,91-8270836688  
[placement@igitsarang.ac.in](mailto:placement@igitsarang.ac.in)  
[bbchoudhury@igitsarang.ac.in](mailto:bbchoudhury@igitsarang.ac.in)  
[bb.choudhury@gov.in](mailto:bb.choudhury@gov.in)



Placement IGIT &lt;placement@igitsarang.ac.in&gt;

---

## Selected - ProcessMAP India Pvt. Ltd.

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**Deepak Kumar Mahapatra** <dmahapatra@processmap.com>  
To: Placement IGIT <placement@igitsarang.ac.in>  
Cc: Human Resource <hr@processmap.com>

Fri, Dec 28, 2018 at 1:02 PM

Hi Sir,

We are pleased to inform you that we have selected 2 candidates from your esteemed institute. Please find the names below:

- Subham Kumar Aich
- Vinit Sharma

We need their ID and Address Proof to process their Offer Letter. Kindly Send us the same.

Regards,

Deepak Kumar Mahapatra

Manager - Human Resource

ProcessMAP India Pvt. Ltd.

9th & 10th Floor, Infinia Tower,

E/3, Infocity, Bhubaneswar - 751024

Tel.: 0674 – 2721219, 2721319.

Mobile: +91-9937089616, +91-9439212345





Placement IGIT &lt;placement@igitsarang.ac.in&gt;

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**Final Results : Campus : Selected students to join TRL Krosaki**

3 messages

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**Sony Mehta** <Sony.Mehta@trlkrosaki.com>  
To: Placement IGIT <placement@igitsarang.ac.in>

Sun, Dec 2, 2018 at 8:04 PM

Dear Sir,

*Congratulations!*

Following student from you college has been selected to join TRL Krosaki as Officer Trainee :

**Mr. Sunil Kumar Behera (Metallurgy)**

Details of joining shall be intimated to you later.

With Regards,

**Sony Mehta**

AGM - HR

**TRL Krosaki Refractories Limited**

---

At/Po- Belpahar; Dist: Jharsuguda - 768218 ☎ Direct : 06645 258760 | Mob: +91 8455868277, E-mail: [sony.mehta@trlkrosaki.com](mailto:sony.mehta@trlkrosaki.com)

This email may contain confidential and privileged material for the sole use of the intended recipient. Any review, use, distribution or disclosure by others is strictly prohibited. TRL Krosaki Refractories Limited does not necessarily comply with the views expressed by an individual and is not responsible for the consequences of any action taken on the basis of information contained in this e-mail. If you are not the intended recipient (or authorized to receive for the recipient), please contact the sender by reply mail and delete all copies of this message.

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**Placement IGIT** <placement@igitsarang.ac.in>  
To: Prasant Dhal <prdhal@gmail.com>, Jogendrav Majhi <jogia7924@gmail.com>

Sun, Dec 2, 2018 at 8:21 PM

Dear Sir,

*Congratulations!*

Following student from you college has been selected to join TRL Krosaki as Officer Trainee :

**Mr. Sunil Kumar Behera (Metallurgy)**

Details of joining shall be intimated to you later.

With Regards,

AGM - HR

**TRL Krosaki Refractories Limited**

---

At/Po- Belpahar; Dist: Jharsuguda - 768218 ☎ Direct : 06645 258760 | Mob: +91 8455868277, E-mail: [sony.mehta@trlkrosaki.com](mailto:sony.mehta@trlkrosaki.com)

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Dr.B.B.Choudhury  
Associate Professor & Head  
Training & Placement  
Indira Gandhi Institute of Technology , Sarang, 759146  
(An Autonomous Institute of Govt. of Odisha)  
Dist. Dhenkanal, Odisha,India  
91-9437166989,91-8270836688  
[placement@igitsarang.ac.in](mailto:placement@igitsarang.ac.in)  
[bbchoudhury@igitsarang.ac.in](mailto:bbchoudhury@igitsarang.ac.in)  
[bb.choudhury@gov.in](mailto:bb.choudhury@gov.in)

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**Placement IGIT** <placement@igitsarang.ac.in>  
To: iamsunil4you@gmail.com

Sun, Dec 2, 2018 at 8:29 PM

[Quoted text hidden]



Ref. No:TSBSL/HR/METs/2019

Date: 13/06/2019

**Mr. Abhishek Mohanty**

IGIT, Sarang

Email: abhishekmohanty1996@gmail.com

Mob : +91-9437170848

Dear Mr. Mohanty,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).**
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. **You will be under training for a period of one year from the date of your joining.** If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
4. After satisfactory completion of your training, you will be confirmed.
5. This appointment will be subject to your being found medically fit by our Medical Officer. The continuance of this appointment will also be subject to your remaining medically fit. You may also be required at any time during your training / service, to appear before a Medical Officer specified by the Company for medical examination.
6. The appointment is further subject to verification of the particulars given by you in your application form. In case any particular(s) mentioned by you in the application form for appointment are found to be false or incorrect, your services shall be terminated without any notice.
7. The company will expect you to work in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
8. You will devote your whole time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remuneratory, except with the written permission of the Management.
9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

**TATA STEEL BSL LIMITED**

(Formerly known as Bhushan Steel Limited)

Plant: Narendrapur Kusupanga Meramandali Dhenkanal 759 121 Odisha India Tel (O) 06762 300000/ 660002 / 660000

Regd. Office: Ground Floor Mira Corporate Suites Plot No. 1&2 Mathura Road Ishwar Nagar New Delhi 110065

Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942

10. You may be liable to be posted / transferred to any Unit / Branch / Section / Department of the Company, at the discretion of Management.
11. You will be eligible for Reimbursement of up to AC Third Class Railway fare for self.
12. You will be covered under Group Health Insurance (GHI) policy and Group Personal Accident (GPA) policy as per the rules of the company.
13. Notwithstanding any of the clauses of this letter of appointment, the management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.
14. You shall be required to sign and abide by the "Tata Code of Conduct" and shall undertake to sign such declarations that the policy may demand from time to time.
15. You are bound to observe Safety Rules as notified by the Company from time to time. Breach of Safety Rules/Guidelines shall be treated as misconduct and accordingly disciplinary action will be initiated in accordance to Company rules.
16. You are requested to join on **01<sup>st</sup> July, 2019**. Please bring photocopies of all your educational certificates, other testimonials and two passport size photographs at the time of joining.
17. You will report to **HR Department at Odisha Plant** for completion of all joining formalities. If there are any clarifications that you require from us, please get in touch with **Ms. Smita Anand – Human Resources** who would answer your queries. Her email id is [smita.anand@tatasteelbsl.co.in](mailto:smita.anand@tatasteelbsl.co.in). She may also be contacted on her mobile number 07077760848.

Best regards,

Yours faithfully,  
For **Tata Steel BSL**



**S S Hota**  
**Chief Human Resource Officer**

I, Abhishek Mohanty, agree with the terms and conditions of my appointment with Tata Steel BSL.

Date:

Signature :





Ref. No:TSBSL/HR/METs/2019

Date: 13/06/2019

**Ms. Adyasha Biswal**

IGIT, Sarang

Email: adyasha.biswal243@gmail.com

Mob : +91-8763040350

Dear Ms. Biswal,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).**
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. **You will be under training for a period of one year from the date of your joining.** If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
4. After satisfactory completion of your training, you will be confirmed.
5. This appointment will be subject to your being found medically fit by our Medical Officer. The continuance of this appointment will also be subject to your remaining medically fit. You may also be required at any time during your training / service, to appear before a Medical Officer specified by the Company for medical examination.
6. The appointment is further subject to verification of the particulars given by you in your application form. In case any particular(s) mentioned by you in the application form for appointment are found to be false or incorrect, your services shall be terminated without any notice.
7. The company will expect you to work in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
8. You will devote your whole time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remuneratory, except with the written permission of the Management.
9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

**TATA STEEL BSL LIMITED**

(Formerly known as Bhushan Steel Limited)

Plant: Narendrapur Kusupanga Meramandali Dhenkanal 759 121 Odisha India Tel (O) 06762 300000/ 660002 / 660000

Regd. Office: Ground Floor Mira Corporate Suites Plot No. 1&2 Mathura Road Ishwar Nagar New Delhi 110065

Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942



10. You may be liable to be posted / transferred to any Unit / Branch / Section / Department of the Company, at the discretion of Management.
11. You will be eligible for Reimbursement of up to AC Third Class Railway fare for self.
12. You will be covered under Group Health Insurance (GHI) policy and Group Personal Accident (GPA) policy as per the rules of the company.
13. Notwithstanding any of the clauses of this letter of appointment, the management reserves the right of terminating your appointment without assigning any reason and without notice during your training period.
14. You shall be required to sign and abide by the "Tata Code of Conduct" and shall undertake to sign such declarations that the policy may demand from time to time.
15. You are bound to observe Safety Rules as notified by the Company from time to time. Breach of Safety Rules/Guidelines shall be treated as misconduct and accordingly disciplinary action will be initiated in accordance to Company rules.
16. You are requested to join on **01<sup>st</sup> July, 2019**. Please bring photocopies of all your educational certificates, other testimonials and two passport size photographs at the time of joining.
17. You will report to **HR Department at Odisha Plant** for completion of all joining formalities. If there are any clarifications that you require from us, please get in touch with **Ms. Smita Anand – Human Resources** who would answer your queries. Her email id is **smita.anand@tatasteelbsl.co.in**. She may also be contacted on her mobile number **07077760848**.

Best regards,

Yours faithfully,  
For Tata Steel BSL



**S S Hota**  
Chief Human Resource Officer

I, Adyasha Biswal, agree with the terms and conditions of my appointment with Tata Steel BSL.

Date:

Signature :



Placement IGIT &lt;placement@igitsarang.ac.in&gt;

---

## Selected - ProcessMAP India Pvt. Ltd.

---

**Deepak Kumar Mahapatra** <dmahapatra@processmap.com>  
To: Placement IGIT <placement@igitsarang.ac.in>  
Cc: Human Resource <hr@processmap.com>

Fri, Dec 28, 2018 at 1:02 PM

Hi Sir,

We are pleased to inform you that we have selected 2 candidates from your esteemed institute. Please find the names below:

- Subham Kumar Aich
- Vinit Sharma

We need their ID and Address Proof to process their Offer Letter. Kindly Send us the same.

Regards,

Deepak Kumar Mahapatra

Manager - Human Resource

ProcessMAP India Pvt. Ltd.

9th & 10th Floor, Infinia Tower,

E/3, Infocity, Bhubaneswar - 751024

Tel.: 0674 – 2721219, 2721319.

Mobile: +91-9937089616, +91-9439212345





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## Fwd: Interview Shortlist- Odisha Pool Event

---

**bbchoudhury mech** <bbchoudhury@igitsarang.ac.in>  
To: placement@igitsarang.ac.in

Sat, Nov 17, 2018 at 5:25 PM

DR.B.B.CHOUDHURY  
ASSOCIATE PROFESSOR  
DEPT. OF MECHANICAL ENGG.  
INDIRA GANDHI INSTITUTE OF TECHNOLOGY,SARANG  
(AN AUTONOMOUS INSTITUTE OF GOVT. OF ODISHA )  
[www.igitsarang.ac.in](http://www.igitsarang.ac.in)  
91-9437166989

----- Forwarded message -----

From: **Annu Arpita** <[annu.arpita@infosys.com](mailto:annu.arpita@infosys.com)>  
Date: Sat, Nov 17, 2018 at 4:10 PM  
Subject: RE: Interview Shortlist- Odisha Pool Event  
To: Biswa Bhusan01 <[Biswa\\_Bhusan01@infosys.com](mailto:Biswa_Bhusan01@infosys.com)>, [bbchoudhury@igitsarang.ac.in](mailto:bbchoudhury@igitsarang.ac.in)  
<[bbchoudhury@igitsarang.ac.in](mailto:bbchoudhury@igitsarang.ac.in)>, Mr. Sujit Dash <[sujitdash@soa.ac.in](mailto:sujitdash@soa.ac.in)>, Mr. Sujit Dash  
<[sujitdash@soauniversity.ac.in](mailto:sujitdash@soauniversity.ac.in)>, Placement Cell CET Bhubaneswar <[placement@cet.edu.in](mailto:placement@cet.edu.in)>

Dear all,

Greetings from Infosys!

Thank you for the warm hospitality and the support extended.

We are happy to announce a total of **60 offers** from the colleges. Please find attached the final list of offers.

Regards,

Annu Arpita

Talent Acquisition

Infosys Ltd.

---

**From:** Biswa Bhusan01  
**Sent:** Friday, November 16, 2018 4:27 PM  
**To:** Annu Arpita <[annu.arpita@infosys.com](mailto:annu.arpita@infosys.com)>; [bbchoudhury@igitsarang.ac.in](mailto:bbchoudhury@igitsarang.ac.in); Mr. Sujit Dash <[sujitdash@soa.ac.in](mailto:sujitdash@soa.ac.in)>;  
Mr. Sujit Dash <[sujitdash@soauniversity.ac.in](mailto:sujitdash@soauniversity.ac.in)>; Placement Cell CET Bhubaneswar <[placement@cet.edu.in](mailto:placement@cet.edu.in)>  
**Subject:** Interview Shortlist- Odisha Pool Event

Dear All,

Greetings !

Please find attached shortlist for the interview event tomorrow.

Venue- CET Bhubaneswar

Reporting time -830AM

Documents to be brought

1. Resume
2. Two passport size photographs
3. Mark sheet copies
4. ID card

Thanks and Regards,

Biswa



**Final offers.xlsx**  
16K



| S.No | Title | First Name  | Middle Name | Last Name  | Email ID                          | College Name                                      | Branch                       | Status |
|------|-------|-------------|-------------|------------|-----------------------------------|---|------------------------------|--------|
| 1    | Ms.   | Falaque     | N/A         | Naz        | falaquenaz1008@gmail.com          | IGIT Sarang                                       | Production Engineering       | Offer  |
| 2    | Mr.   | Anshuman    | Ekha        | Dash       | anshumansekhardash@gmail.com      | IGIT Sarang                                       | Computer Science Engineering | Offer  |
| 3    | Ms.   | Simadri     | N/A         | Swain      | simadri.swain@gmail.com           | IGIT Sarang                                       | Computer Science Engineering | Offer  |
| 4    | Ms.   | Harshita    | N/A         | Gupta      | harshita315157@gmail.com          | IGIT Sarang                                       | Computer Science Engineering | Offer  |
| 5    | Ms.   | Pritinanda  | N/A         | Sahoo      | pritisahoo.pooja287@gmail.com     | IGIT Sarang                                       | Electrical Engineering       | Offer  |
| 6    | Mr.   | Biswa       | Bhusa       | Sahoo      | bishwabhusahansahoo@gmail.com     | IGIT Sarang                                       | Computer Science Engineering | Offer  |
| 7    | Mr.   | Maniraj     | N/A         | Rath       | maniraj.rath21@gmail.com          | IGIT Sarang                                       | Civil Engineering            | Offer  |
| 8    | Mr.   | Byomokesh   | N/A         | Tripathy   | tripathy.byom97@gmail.com         | IGIT Sarang                                       | Information Technology       | Offer  |
| 9    | Mr.   | Dattatreya  | Arsha       | Singh      | dattatreyardarshansingh@gmail.com | IGIT Sarang                                       | Mechanical Engineering       | Offer  |
| 10   | Mr.   | Haraprasad  | N/A         | Dash       | haraprasad7537@gmail.com          | IGIT Sarang                                       | Mechanical Engineering       | Offer  |
| 11   | Mr.   | Sudhansu    | Ekha        | Sahu       | sahu.sudhansu1997@gmail.com       | IGIT Sarang                                       | Mechanical Engineering       | Offer  |
| 12   | Mr.   | Priyabrata  | N/A         | Pattanaik  | pattanaik607@gmail.com            | IGIT Sarang                                       | Chemical Engineering         | Offer  |
| 13   | Ms.   | Sakshi      | N/A         | Gatyan     | sakshigatyan1998@gmail.com        | IGIT Sarang                                       | Elec. and TeleComm. Eng.     | Offer  |
| 14   | Mr.   | Amit        | N/A         | Gouda      | amit.to.ambition@gmail.com        | IGIT Sarang                                       | Computer Science Engineering | Offer  |
| 15   | Mr.   | Ankit       | N/A         | Purohit    | purohitankit9.1995@gmail.com      | IGIT Sarang                                       | Computer Science Engineering | Offer  |
| 16   | Mr.   | Kabbi       | Mohan       | Kumar      | kmohan.kabbi@gmail.com            | IGIT Sarang                                       | Computer Science Engineering | Offer  |
| 17   | Mr.   | Chirag      | N/A         | Dash       | chiragdash884@gmail.com           | IGIT Sarang                                       | Metallurgical and Materials  | Offer  |
| 18   | Mr.   | Aman        | N/A         | Sinha      | amansinha875@gmail.com            | IGIT Sarang                                       | Electrical Engineering       | Offer  |
| 19   | Ms.   | Shreeya     | N/A         | Mohanty    | shreeyamohantys@gmail.com         | College of Engineering and Technology Bhubaneswar | Civil Engineering            | Offer  |
| 20   | Ms.   | Arundhati   | N/A         | Sethy      | richaexo@gmail.com                | College of Engineering and Technology Bhubaneswar | Electrical Engineering       | Offer  |
| 21   | Mr.   | Akash       | Rai         | Jena Deo   | akashraidev@gmail.com             | College of Engineering and Technology Bhubaneswar | Mechanical Engineering       | Offer  |
| 22   | Mr.   | Akash       | N/A         | Singh      | singhakash2645@gmail.com          | College of Engineering and Technology Bhubaneswar | Mechanical Engineering       | Offer  |
| 23   | Ms.   | Sneha       | N/A         | Chaturvedi | sneha110697@gmail.com             | College of Engineering and Technology Bhubaneswar | Textile Engineering          | Offer  |
| 24   | Mr.   | Satyanarjan | N/A         | Pradhan    | satyaigit34@outlook.com           | Indira Gandhi Institute Of Technology Angul       | Mechanical Engineering       | Offer  |
| 25   | Mr.   | Pratik      | N/A         | Satpathy   | pratiksatpathy11@gmail.com        | Indira Gandhi Institute Of Technology Angul       | Computer Science Engineering | Offer  |

|    |     |            |         |          |                                |   |                                     |       |
|----|-----|------------|---------|----------|--------------------------------|---|-------------------------------------|-------|
| 26 | Mr. | Suryakant  | N/A     | Shukla   | surya07shukla@gmail.com        | Indira Gandhi Institute Of Technology Angul       | Computer Science Engineer           | Offer |
| 27 | Mr. | Pratik     | N/A     | Patra    | pratikpatra1@yahoo.in          | Indira Gandhi Institute of Technology, Sarang     | Electrical Engineering              | Offer |
| 28 | Mr. | Rudratma   | N/A     | Pradhan  | rudratmapradhan.2k16@gmail.com | Indira Gandhi Institute Of Technology, Sarang     | Electrical Engineering              | Offer |
| 29 | Ms. | Anjali     | N/A     | Kumari   | anjaliidotsingh@rediffmail.com | pmecc   | Computer Science Engineer           | Offer |
| 30 | Mr. | Debashish  | N/A     | Gouda    | debashishgouda22@gmail.com     | Parala Maharaja Engineering College               | Computer Science Engineer           | Offer |
| 31 | Mr. | Tapas      | Kanjan  | Mohanta  | tmohanta9@gmail.com            | Government College of Engineering, Kalahandi      | Computer Science Engineer           | Offer |
| 32 | Mr. | Jibanjyoti | N/A     | Kanungo  | jibanjyoti768@gmail.com        | GOVT.COLLEGE OF ENGINEERING KALAHANDI             | Electrical Engineering              | Offer |
| 33 | Mr. | Piyush     | N/A     | Nayak    | piyunk84@gmail.com             | College of Engineering and Technology Bhubaneswar | Biotechnology & Genetic Engineering | Offer |
| 34 | Mr. | Satyajyoti | N/A     | Acharya  | acharyasatyajyoti@gmail.com    | College of Engineering and Technology Bhubaneswar | Civil Engineering                   | Offer |
| 35 | Mr. | Soumyajit  | N/A     | Sahoo    | soumyajit.sahoo.31@gmail.com   | College of Engineering and Technology Bhubaneswar | Civil Engineering                   | Offer |
| 36 | Mr. | Bonthu     | N/A     | Manideep | manideep.chess0@gmail.com      | College of Engineering and Technology Bhubaneswar | Electrical Engineering              | Offer |
| 37 | Mr. | Shubham    | N/A     | Patnaik  | shubhampatnaik21@gmail.com     | College of Engineering and Technology Bhubaneswar | Electrical Engineering              | Offer |
| 38 | Mr. | Amrit      | Kumar   | Maharana | techno.akm@gmail.com           | College of Engineering and Technology Bhubaneswar | Electrical Engineering              | Offer |
| 39 | Ms. | Jyoti      | Prishna | Nayak    | nayakjk60@gmail.com            | College of Engineering and Technology Bhubaneswar | Elec. & Instr. Engg                 | Offer |
| 40 | Mr. | Prajyot    | N/A     | Mishra   | mishra.prajyot29@gmail.com     | College of Engineering and Technology Bhubaneswar | Elec. & Instr. Engg                 | Offer |
| 41 | Ms. | Sibani     | N/A     | Das      | sibanidas6292@gmail.com        | College of Engineering and Technology Bhubaneswar | Elec. & Instr. Engg                 | Offer |
| 42 | Mr. | Pabitra    | Kumar   | Behera   | kumarpabitra235@gmail.com      | Indira Gandhi Institute Of Technology Angul       | Mechanical Engineering              | Offer |

|    |     |             |        |           |                                  |   |                           |       |
|----|-----|-------------|--------|-----------|----------------------------------|---|---------------------------|-------|
| 43 | Mr. | Mohit       | N/A    | Agarwal   | Mohitagarwal816@gmail.com        | College of Engineering and Technology Bhubaneswar | Electronics               | Offer |
| 44 | Ms. | Ankita      | N/A    | Agrawal   | ankitaagrawal848@gmail.com       | Indira Gandhi Institute Of Technology Angul       | Production Engineering    | Offer |
| 45 | Mr. | Ajit        | N/A    | Sahoo     | sahoo.ajit1234@gmail.com         | Indira Gandhi Institute Of Technology Angul       | Elec. and TeleComm. Eng   | Offer |
| 46 | Mr. | Praveen     | N/A    | V         | praveenvoonna17@gmail.com        | Indira Gandhi Institute Of Technology Angul       | Computer Science Engineer | Offer |
| 47 | Mr. | Sagar       | N/A    | Patnaik   | sagarpatnaik147924@gmail.com     | Indira Gandhi Institute Of Technology Angul       | Electrical Engineering    | Offer |
| 48 | Mr. | Soubhagya   | Ranjan | Pradhan   | prsoubhagyanranjan1997@gmail.com | Parala Maharaja Engineering College               | Computer Science Engineer | Offer |
| 49 | Mr. | Ankit       | N/A    | Acharya   | aacharya087@gmail.com            | Government College of Engineering, Kalahandi      | Mechanical Engineering    | Offer |
| 50 | Mr. | Ankit       | Kumar  | Mehta     | ankitmehta0196@gmail.com         | College of Engineering and Technology Bhubaneswar | Civil Engineering         | Offer |
| 51 | Mr. | Mohit       | N/A    | Acharya   | acharyamohit54@gmail.com         | College of Engineering and Technology Bhubaneswar | Civil Engineering         | Offer |
| 52 | Ms. | Subhadra    | N/A    | Mohanty   | sm7jrjsbd@gmail.com              | College of Engineering and Technology Bhubaneswar | Civil Engineering         | Offer |
| 53 | Mr. | Abhijit     | N/A    | Panda     | abhijitpanda06@gmail.com         | College of Engineering and Technology Bhubaneswar | Electrical Engineering    | Offer |
| 54 | Mr. | Rohan       | Kumar  | Panda     | rkp7654321@gmail.com             | College of Engineering and Technology Bhubaneswar | Electrical Engineering    | Offer |
| 55 | Mr. | Sibasish    | N/A    | Acharjya  | jitun.sibasish@gmail.com         | College of Engineering and Technology Bhubaneswar | Electrical Engineering    | Offer |
| 56 | Mr. | Tusharkanta | N/A    | Mahapatra | simanbgh100@gmail.com            | College of Engineering and Technology Bhubaneswar | Electrical Engineering    | Offer |
| 57 | Mr. | Sangram     | Jyoti  | Behera    | sangramjyotib@gmail.com          | College of Engineering and Technology Bhubaneswar | Information Technology    | Offer |
| 58 | Mr. | Subrat      | N/A    | Pattnaik  | subrat.pattnaik07@gmail.com      | College of Engineering and Technology Bhubaneswar | Mechanical Engineering    | Offer |
| 59 | Mr. | Vivek       | N/A    | Agarwal   | vivekagarwal2014@gmail.com       | College of Engineering and Technology Bhubaneswar | Textile Engineering       | Offer |

|    |     |     |       |         |                                 |  |                        |       |
|----|-----|-----|-------|---------|---------------------------------|--|------------------------|-------|
| 60 | Mr. | Sai | artha | Mohanty | saisarthakmohanty1996@gmail.com | Indira Gandhi Institute Of<br>Technology Angul | Mechanical Engineering | Offer |
|----|-----|-----|-------|---------|---------------------------------|--|------------------------|-------|





Ref. No: TSBSL/HR/MTS/2019

Date: 13/06/2019

Mr. Sourav Dash  
Rgtl, Sarang

Email : vsouradash100@gmail.com  
Mob : +91-7077083278

Dear Mr. Dash,

With reference to our selection process conducted at your campus, we are pleased to appoint you as Management Engineer Trainee as per the following terms and conditions:

1. Your consolidated stipend will be Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. You will be under training for a period of one year from the date of your joining. If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
4. After satisfactory completion of your training, you will be confirmed.
5. This appointment will be subject to your being found medically fit by our Medical Officer. The continuance of this appointment will also be subject to your remaining medically fit. You may also be required at any time during your training / service, to appear before a Medical Officer specified by the Company for medical examination.
6. The appointment is further subject to verification of the particulars given by you in your application form. In case any particular(s) mentioned by you in the application form for appointment are found to be false or incorrect, your services shall be terminated without any notice.
7. The company will expect you to work in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
8. You will devote your whole time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remuneratory, except with the written permission of the Management.
9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

**TATA STEEL BSL LIMITED**

(Formerly known as Bhushan Steel Limited)

Plant: Narendrapur Kusupanga Meramandali Dhenkanal 759 121 Odisha India Tel (O) 06762 300000/ 660002 / 660000

Regd. Office: Ground Floor Mira Corporate Suites Plot No. 1&2 Mathura Road Ishwar Nagar New Delhi 110065

Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942



Ref. No:TSBSL/HR/METs/2019  
Date: 13/06/2019

Ms. Ananya Patra  
IGIT, Sarang

Email : patraananya09@gmail.com  
Mob : +91-9438912518

Dear Ms. Patra,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA)** per month or **Shared Bachelor Accommodation (wherever available)**.
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
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Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942



Ref. No: TSBSL/HR/MFTs/2019  
Date: 13/06/2019

Mr. Shubham Gupta  
IGIT, Sarang

Email : shubh4u.147@gmail.com  
Mob : +91-9776568423

Dear Mr. Gupta,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).**
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. **You will be under training for a period of one year from the date of your joining.** If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
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9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

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Regd. Office: Ground Floor Mira Corporate Suites Plot No. 182 Mathura Road Ishwar Nagar New Delhi 110065  
Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: 174899DL1983PLC014942



**PPI - Interviews**

6 messages

**Biswa Bhusan01** <Biswa\_Bhusan01@infosys.com>

Sun, Aug 19, 2018 at 1:05

To: Sarojananda Mishra <sarose.mishra@gmail.com>, "placement@igitsarang.ac.in" <placement@igitsarang.ac.in>, "bb.choudhury@gov.in" <bb.choudhury@gov.in>  
Cc: "bbchoudhury@igitsarang.ac.in" <bbchoudhury@igitsarang.ac.in>

Dear Sir,

Greetings from Infosys!

This is with reference to our earlier mail regarding your students shortlisted for PPI opportunity with Infosys. We are happy to invite the students shortlisted for **PPI-other roles** for a Face Technical Interview at **Bhubaneswar DC on 23<sup>rd</sup> August 2018**.

**Shortlist -**

| Full name          | Login ID   | College     | Category          | Region         |
|--------------------|--|-------------|-------------------|----------------|
| SOUMYA RANJAN DASH | <a href="mailto:dashsoumya229@gmail.com">dashsoumya229@gmail.com</a> | IGIT SARANG | PPI - Other Roles | Central + East |

Please find below the role & compensation details for your reference and kindly communicate these details to the respective students.

- **Role:** Systems Engineer- Specialist
- **Unit:** Special Projects
- **Compensation - 5 Lakhs per annum**
- **Training Duration - 8 weeks**

Kindly inform the students to report on-time with the below,

- **Government issued ID Card** (PAN/Aadhaar/DL/Passport)
- **Updated Resume**
- **1 passport size photograph**
- **Photocopy of Marks sheets-10<sup>th</sup>, 12/PUC, Graduation (till last semester)**

**Reporting Address:** Infosys Development Center Patia Campus, Plot No E/4, Info City , BBSR-751024, Bhubaneswar

**Reporting Time:** 830AM

**Contact Person:** BISWA BHUSAN (7768007484)

Kindly acknowledge this mail to confirm your participation.

Thanks & Regards,

BISWA

Placement IGIT <placement@igitsarang.ac.in>  
To: Soumya Dash <dashsoumya229@gmail.com>

Sun, Aug 19, 2018 at 9:05 AM

[Quoted text hidden]

--

Dr.B.B.Choudhury  
Associate Professor & Head  
Training & Placement  
Indira Gandhi Institute of Technology , Sarang, 759146  
(An Autonomous Institute of Govt. of Odisha)  
Dist. Dhenkanal, Odisha, India  
91-9437166989, 91-8270836688

[placement@igitsarang.ac.in](mailto:placement@igitsarang.ac.in)



Placement IGIT <placement@igitsarang.ac.in>  
To: Biswa Bhusan01 <Biswa\_Bhusan01@infosys.com>

Sun, Aug 19, 2018 at 5:31 PM

Sir,

**Greetings from IGIT, Sarang!!!!**

This is with reference to the mail regarding our student Mr. Soumya Ranjan Dash shortlisted for PPI opportunity with Infosys. The student was informed and will attend the Interview as per schedule.

Thank you very much for giving our student for a nice opportunity.

With Regards.

[Quoted text hidden]  
[Quoted text hidden]

Biswa Bhusan01 <Biswa\_Bhusan01@infosys.com>  
To: Placement IGIT <placement@igitsarang.ac.in>

Thu, Aug 23, 2018 at

Dear Sir,

Greetings !

Many congratulations to the candidate mentioned below and we are pleased to offer him System Engineer –Specialist role at a package of 5LPA.

| Full name          | Login ID   | College     | status | Role                         | package |
|--------------------|--|-------------|--------|------------------------------|---------|
| SOUMYA RANJAN DASH | <a href="mailto:dashsoumya229@gmail.com">dashsoumya229@gmail.com</a> | IGIT SARANG | Offer  | System Engineer - Specialist | 5 LP    |

All the best!

Please note that the offer is subjected to satisfying the eligibility criteria set by Infosys.

Thanks and Regards,

BISWA BHUSAN

[Quoted text hidden]

Placement IGIT <placement@igitsarang.ac.in>  
To: Soumya Dash <dashsoumya229@gmail.com>

Thu, Aug 23, 2018 at 11:08 PM

----- Forwarded message -----  
From: Biswa Bhusan01 <Biswa\_Bhusan01@infosys.com>  
[Quoted text hidden]  
[Quoted text hidden]

Placement IGIT <placement@igitsarang.ac.in>  
To: Biswa Bhusan01 <Biswa\_Bhusan01@infosys.com>

Fri, Aug 24, 2018 at 3:06 PM

Dear sir,

Greetings from IGIT Sarang!

Thank you very much for selecting our student in your prestigious Organization.

The student was informed regarding his appointment.

With Regards.

[Quoted text hidden]



Ref. No:TSBSL/HR/METs/2019  
Date: 13/06/2019

Mr. Rudrendu Kumar Swain  
IGIT, Sarang

Email : rudrendu.swain@gmail.com  
Mob : +91-8018512973

Dear Mr. Swain,

With reference to our selection process conducted at your campus, we are pleased to appoint you as Management Engineer Trainee as per the following terms and conditions:

1. Your consolidated stipend will be Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. You will be under training for a period of one year from the date of your joining. If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
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Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No: L74899DL1983PLC014942



Ref. No:TSBSL/HR/METs/2019  
Date: 13/06/2019

Mr. Prayas Muduli  
IGIT, Sarang

Email : prayas.muduli13@gmail.com  
Mob : 91-7504222148

Dear Mr. Muduli,

With reference to our selection process conducted at your campus, we are pleased to appoint you as Management Engineer Trainee as per the following terms and conditions:

1. Your consolidated stipend will be Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
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Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942



Ref. No:TSBSL/HR/METs/2019  
Date: 13/06/2019

Ms. Pratikshya Biswal  
IGIT, Sarang

Email : pratikshyas@outlook.com  
Mob : +91-9437115548

Dear Ms. Biswal,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA)** per month or **Shared Bachelor Accommodation (wherever available)**.
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
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9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

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Plant: Narendrapur, Kusupanga, Meramandali, Dhenkanal, 759 121, Odisha, India. Tel (O) 06762 300000 / 660002 / 660000  
Regd. Office: Ground Floor, Mira Corporate Suites, Plot No. 1&2, Mathura Road, Ishwar Nagar, New Delhi 110065  
Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942





Ref. No:TSBSL/HR/METs/2019

Date: 13/06/2019

Mr. Mukti Gourav Nayak  
IGIT, Sarang

Email : mukti.gourav007@gmail.com  
Mob : +91-8763696629

Dear Mr. Nayak,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).**
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. **You will be under training for a period of one year from the date of your joining.** If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
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**TATA STEEL BSL LIMITED**

(Formerly known as Bhushan Steel Limited)

Plant: Narendrapur, Kusupanga, Meramandali, Dhenkanal-759 121, Odisha-India. Tel (O) 06762 300000/660002 / 660000

Regd. Office: Ground Floor Mira Corporate Suites Plot No. 1&2 Mathura Road Ishwar Nagar New Delhi 110065

Email: tsbsl@tatasteelbsl.co.in Website: www.tatasteelbsl.co.in CIN No.: L74899DL1983PLC014942





## WonderBotz India Pvt. Ltd.

B-801 Westgate-1, 8th Floor, Near YMCA Club,  
S.G. Road, Ahmedabad, Gujarat 380015, India

### Job Offer Letter

September 19<sup>th</sup>, 2022

Elisha Lenka  
Orissa, India  
Mobile phone: 9861000561

Dear Ms. Lenka,

Welcome to WonderBotz (Company). We are extremely pleased to extend your offer of employment with us beginning January 16<sup>th</sup>, 2023. Your base employment location will be - Ahmedabad, India. The terms of employment with the Company effective your date of joining will be included in the mutually agreed appointment letter at the time of joining.

**Employment** | Upon joining the Company, you will have the title of **Junior Consultant – Automation Developer**. You will serve the Company in this capacity and perform duties as established by the Company.

**Duties** | As a **Junior Consultant – Automation Developer**, you will be responsible for the fulfillment of various projects. As a member of our organization, we would ask for your commitment to delivering outstanding quality and results that exceed client expectations. You agree to be a loyal employee of the Company and shall not, directly or indirectly, engage in any business which would affect or impede your ability to perform in accordance with this agreement. You will be required to perform functions comprising automation assessment strategy, automation architecture, process definition, robotics / intelligent document automation modeling and configuration, operations support of automation solutions, and related duties as the Company shall designate to satisfy its objectives. During this agreement, you agree to comply with the Company's policies and standards.

**Probation Period** | Upon joining the Company, you will be on probation for six months. Upon completion of this probation period, the Company will review your performance. Subsequently, a confirmation of your employment will be made subject to a satisfactory performance from this probation period.

**Performance review** | Your performance will be reviewed periodically. Salary review is applicable annually.

Yours,





Ref. No:TSBSL/HR/METs/2019  
Date: 13/06/2019

Mr. Dibya Ranjan Pradhan  
IGIT, Sarang

Email : dibya12ranjan@gmail.com  
Mob : +91-8018058207

Dear Mr. Pradhan,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).**
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
3. **You will be under training for a period of one year from the date of your joining.** If your progress and performance will be found to be unsatisfactory, the training period shall be liable to be extended or even you may be dispensed with purely at the discretion of the Management.
4. After satisfactory completion of your training, you will be confirmed.
5. This appointment will be subject to your being found medically fit by our Medical Officer. The continuance of this appointment will also be subject to your remaining medically fit. You may also be required at any time during your training / service, to appear before a Medical Officer specified by the Company for medical examination.
6. The appointment is further subject to verification of the particulars given by you in your application form. In case any particular(s) mentioned by you in the application form for appointment are found to be false or incorrect, your services shall be terminated without any notice.
7. The company will expect you to work in the department in which you are placed with a high standard of discipline, initiative, efficiency and economy.
8. You will devote your whole time to the work of the Company and will not undertake any other direct / indirect business or work, honorary or remuneratory, except with the written permission of the Management.
9. You will not give to any one, by word of mouth or otherwise, particulars or details of our manufacturing process, technical know-how, or of security arrangements, or of administrative and organizational matters, whether of confidential or secret nature, that may become known to you for being associated with our Company.

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Ref. No:TSBSL/HR/METs/2019  
Date: 13/06/2019

**Mr. Ashirbad Gopal Chetty**  
IGIT, Sarang

Email: ashirbadgopalchetty@gmail.com  
Mob : +91-8763354345

Dear Mr. Chetty,

With reference to our selection process conducted at your campus, we are pleased to appoint you as **Management Engineer Trainee** as per the following terms and conditions:

1. Your consolidated stipend will be **Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).**
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
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Ref. No:TSBSL/HR/METS/2019  
Date: 13/06/2019

Ms. Adyasha Biswal  
IGIT, Sarang

Email: adyasha.biswal243@gmail.com  
Mob : +91-8763040350

Dear Ms. Biswal,

With reference to our selection process conducted at your campus, we are pleased to appoint you as Management Engineer Trainee as per the following terms and conditions:

1. Your consolidated stipend will be Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).
2. As a trainee you will not be entitled to any other benefits/privileges available to other regular employees except to the extent of statutory benefits, if any.
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Ref. No:TSBSL/HR/METs/2019  
Date: 13/06/2019

Mr. Abhishek Mohanty  
IGIT, Sarang

Email: abhishekmohanty1996@gmail.com  
Mob : +91-9437170848

Dear Mr. Mohanty,

With reference to our selection process conducted at your campus, we are pleased to appoint you as Management Engineer Trainee as per the following terms and conditions:

1. Your consolidated stipend will be Rs. 38,000 + 2,000 (HRA) per month or Shared Bachelor Accommodation (wherever available).
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