



January 11, 2021

To
Mohd Faham Nabi

Dear Mohd,

Subject: Letter of Intent (LOI)

On behalf of Bikanervala Foods private Limited, we are pleased to extend you an offer of employment as **Sales Officer**. Your joining date will be communicated to the University. Your work location will be our **NOIDA** office.

We believe that this position is a great match for your talents and skills, and that you will enjoy the personal challenge associated with the assignment.

"During the first year of employment your training is proposed and will be imparted from time to time during the course of employment. This would result in acquiring new skills and specialized knowledge, thereby giving you considerable improvement for future employment opportunities. This training process incurs considerable expenditure direct and indirect, financial and un-liquidated, related to trainer, computer time, support facilities, remuneration during process. In view of these costs and the cost of induction and replacement, the employee is required to work for at least 1 (One) year with us. In case of any breach of this clause, the employee is liable to pay the company liquidity damages equivalent to the amount mentioned in the training agreement that will be processed on the day of joining."

Your annual fixed compensation at cost to the company will be **INR 2.50 LPA (subject to standard statutory deductions)**. Post Confirmation (depending on your performance levels), we would offer you a fixed CTC of **INR 3.60 LPA (subject to standard statutory deductions)**. In addition to this, you will also be offered medical insurance benefits:

1. GMC: with SA of 3 Lacs family floater, extended up to 8 Lacs in case of critical illness.
2. GPA: with SA of 5 Lacs per employee

More details will be shared with you on the day of joining. Also, note that this offer of employment is conditional to our routine reference and background verification being completed with satisfactory results.

If you have any questions, please feel free to call us. We look forward to working with you.

For Bikanervala Foods private Limited,
Yours sincerely,

A handwritten signature in black ink, appearing to be "Bijay Jha".

Bijay Jha
(Human Resource Department)

A handwritten signature in black ink, appearing to be "Registrar".

Registrar
Invertis University
Bareilly

A handwritten signature in black ink, appearing to be "Director Corporate Relations".

Director Corporate Relations
Invertis University
Bareilly



Offer: Computer Consultancy

Date: 25/05/2021

Rohit Singh

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 **MCA 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 **INR 3.36 LPA**, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of up to **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **Rs 14,784/-** 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.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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Registrar
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