



S. G. V. C. Vidya Prasarak Trust's,  
**Matoshri Gangamma Veerappa Chiniwar**  
**Arts, Commerce & Science College,**

**MUDEBIHAL-586212.** Dist. Vijayapur (Karnataka)  
(Accredited with CGPA of 3.31 on seven point scale at 'A+' Grade)

© : 08356220329  
FAX : 08356220329



\* email : princmgvc@gmail.com \* www.mgvcmbi.in \*

Ref. No. : .....

Date : .....

**5.2.1 Number of placement of outgoing students during the year 2023-24.**

This is to confirm that the following listed pass-out students of our college are placed in various state government, central government and private sectors during the years 2023-24.

Sl. No.	Name of student placed	Program graduated from	Name of the employer with contact details	Package received
1	Mr. Divyabharati Nayak	B.Com.	Police Superintendent Office Vijayanagar. Dist; Hosapet	23500-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-47650.
2	Miss. Chaitra Talawar.	B.A.	SVP and Global Head- Human Resource Development, Infosys BPM Limited.	255864.00 Per annum
3	Mr. Shivanagouda Basanagouda Patil.	B.A.	Stellar Innovations Private Limited. Bengaluru.	270312.00 Per annum.
4	Mr. Parashuram Rathod	B.A.	Senior Manager- Human Resources Sagility India Private Limited.	246000.00 Per annum.
5	Mr. Sagar Prashant Mudhol	B.Com.	Tata Consultancy Services Limited (TCSL).	160920.00 Per annum

  
Co-ordinator,

Internal Quality Assurance Cell  
M.G.V.C. Arts, Commerce & Science College  
MUDEBIHAL-586212. Dist: Vijayapur.

  
PRINCIPAL,

M. G. V. C. Arts, Com. & Science College  
MUDEBIHAL - 586212;

# ಪೊಲೀಸ್ ಅಧೀಕ್ಷಕರು ವಿಜಯನಗರ ಜಿಲ್ಲೆ, ಹೊಸಪೇಟೆ.

ಸಂ: 09/ಸಿಬ್ಬಂದಿ-1/ಸಿಪಿಸಿ/ನೇ.ಆ/ವಿ.ಜಿ/2024  
ಆ.ಪು.ಸಂಖ್ಯೆ :808/2024

ಪೊಲೀಸ್ ಅಧೀಕ್ಷಕರವರ ಕಛೇರಿ,  
ವಿಜಯನಗರ ಜಿಲ್ಲೆ, ಹೊಸಪೇಟೆ.  
ದಿನಾಂಕ: 28.06.2024.

## ನೇಮಕಾತಿ ಆದೇಶ

ವಿಷಯ:- ವಿಜಯನಗರ ಜಿಲ್ಲೆಯಲ್ಲಿ ಕಲ್ಯಾಣ ಕರ್ನಾಟಕ ಪೊಲೀಸ್ ಕಾನ್ಸ್ಟೇಬಲ್ (ಸಿಪಿಸಿ) (ಪುರುಷ ಮಹಿಳಾ) (ತೃತೀಯ ಲಿಂಗ ಪುರುಷ & ಮಹಿಳಾ) ಹಾಗೂ ಸೇವಾನಿರತ & ಬ್ಯಾಕ್‌ಲಾ ಹುದ್ದೆಗಳಿಗೆ ಆಯ್ಕೆಯಾದ ಅಭ್ಯರ್ಥಿಗಳಿಗೆ ನೇಮಕಾತಿ ಆದೇಶ ನೀಡುವ ಬಗ್ಗೆ.



- ಉಲ್ಲೇಖ:-
1. ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ನೇಮಕಾತಿ ಅಧಿಸೂಚನೆ ಸಂಖ್ಯೆ:10/ನೇಮಕಾತಿ-4/2022-23, ದಿ:12.09.2022 & ತಿದ್ದುಪಡಿ ಅಧಿಸೂಚನೆ (ವಯೋಮಿತಿ) ದಿನಾಂಕ:09.11.2022.
  2. ಮಾನ್ಯ ಎಡಿಜಿಪಿ, ನೇಮಕಾತಿ ರವರ ಜ್ಞಾಪನ ಪತ್ರದ ಸಂಖ್ಯೆ:10/ನೇಮಕಾತಿ-4/2022-23, ದಿನಾಂಕ:12.03.2024
  3. ಈ ಕಛೇರಿಯ ಪ್ರಥಮ ತಾತ್ಕಾಲಿಕ ಆಯ್ಕೆ ಪಟ್ಟಿ ಸಂ:01/ಸಿಬ್ಬಂದಿ-1/ನೇಮಕಾತಿ-2022/ಸಿಪಿಸಿ/ಹೈ.ಕ/2022-23, ಜಿ.ಅ.ನಂ:356/2024, ದಿನಾಂಕ:16/03/2024.
  4. ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ:ಎಫ್‌ಡಿ (ಎಸ್‌ಪಿಎಲ್) 04/ಪಿಇಟಿ/2005 ದಿ:31.03.2006
  5. ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ:ಬಇ 130 ಪೊಸಿ 2017 ದಿನಾಂಕ:18.09.2017

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ವಿಜಯನಗರ ಜಿಲ್ಲೆಯಲ್ಲಿ ಸ್ಥಳೀಯ ಮತ್ತು ಸ್ಥಳೀಯತರ ವೃಂದದಲ್ಲಿ ಖಾಲಿ ಇರುವ 24 ನಾಗರೀಕ ಪೊಲೀಸ್ ಕಾನ್ಸ್ಟೇಬಲ್ ಹುದ್ದೆಗಳಿಗೆ ದಿನಾಂಕ: 10.12.2023 ರಂದು ಲಿಖಿತ ಪರೀಕ್ಷೆ ನಡೆಸಿ 1:5 ಅನುಪಾತದಂತೆ ಅರ್ಹ ಅಭ್ಯರ್ಥಿಗಳಿಗೆ ದಿನಾಂಕ: 01.03.2024 ರಂದು ಸಹಿಷ್ಣುತೆ ಮತ್ತು ದೇಹದಾರ್ಡ್ಯತೆ ಪರೀಕ್ಷೆಯನ್ನು ನಡೆಸಲಾಗಿದ್ದು, ಅರ್ಹರಾಗಿರುವ ಅಭ್ಯರ್ಥಿಗಳಿಗೆ ಉಲ್ಲೇಖಿತ-3 ರಲ್ಲಿ 1 ನೇ ತಾತ್ಕಾಲಿಕ ಆಯ್ಕೆ ಪಟ್ಟಿ ಪ್ರಕಟಿಸಿ ನಂತರ ನಿಯಮಾನುಸಾರ ವೈದ್ಯಕೀಯ ಮಂಡಳಿಯವರಿಂದ ವೈದ್ಯಕೀಯ ಪರೀಕ್ಷೆ ನಡೆಸಿ ಅದರಲ್ಲಿ ಅರ್ಹರಾದ ಅಭ್ಯರ್ಥಿಗಳಿಗೆ ಲಿಖಿತ ಪರೀಕ್ಷೆಯಲ್ಲಿ ಪಡೆದಿರುವ ಅಂಕಗಳು ಮತ್ತು ಮೀಸಲಾತಿ ಆಧಾರದ ಮೇರೆಗೆ ಹಾಗೂ ಉಲ್ಲೇಖಿತದಲ್ಲಿರುವ ಆದೇಶ ಹಾಗೂ ಪತ್ರಗಳಿಗನುಸಾರವಾಗಿ ನೇರ ನೇಮಕಾತಿ ಮೂಲಕ ನೀವು ನಾಗರೀಕ ಪೊಲೀಸ್ ಕಾನ್ಸ್ಟೇಬಲ್ ಹುದ್ದೆಗೆ ಆಯ್ಕೆಯಾಗಿದ್ದು ರೂ.23500-550-24600-600-27000-650-29600-750-32600-850-36000-950-39800-1100-46400-1250-47650 ರ ವೇತನ ಶ್ರೇಣಿಯು ಲಭ್ಯವಾಗುವ ಸಂಬಳ ಹಾಗೂ ಇತರ ಭತ್ಯೆಗಳಿಗೆ ಅರ್ಹವಾಗುವಂತೆ ಹಾಗೂ ಮಾನ್ಯ ಕರ್ನಾಟಕ ಆಡಳಿತ ನ್ಯಾಯ ಮಂಡಳಿ ಇತರ ಘನ ನ್ಯಾಯಾಲಯಗಳ ಮುಂದೆ ಉದ್ಭವಿಸುವ ವ್ಯಾಜ್ಯಗಳ ಬಗ್ಗೆ ನೀಡುವ ತೀರ್ಪುಗಳು ಮತ್ತು ಅಂತಿಮ ಆಯ್ಕೆಪಟ್ಟಿಗೆ ಒಳಪಟ್ಟಿರುವ ಷರತ್ತಿನ ಮೇರೆಗೆ ಹಾಗೂ ಯಾವುದೇ ಅಪರಾಧ ಪ್ರಕರಣದಲ್ಲಿ ಭಾಗಿಯಾಗಿರುವುದು ಕಂಡು ಬಂದಲ್ಲಿ ಸೇವೆಯಿಂದ ವಜಾ ಮಾಡುವ ನಿಬಂಧನೆಯ ಮೇರೆಗೆ ನಿಮ್ಮನ್ನು ನಾಗರೀಕ ಪೊಲೀಸ್ ಕಾನ್ಸ್ಟೇಬಲ್ ಹುದ್ದೆಗೆ ಈ ಘಟಕದಲ್ಲಿ ತಾತ್ಕಾಲಿಕವಾಗಿ ನೇಮಕ ಮಾಡಲಾಗಿದೆ.

ನೀವು ಕರ್ತವ್ಯಕ್ಕೆ ವರದಿ ಮಾಡಿಕೊಂಡ ದಿನದಿಂದ ಎರಡೂವರೆ ವರ್ಷಗಳ ಕಾಲ ಪ್ರೊಬೇಷನರಿ ಅವಧಿ (PROBATIONARY PERIOD) ಯನ್ನು ಪೂರೈಸಬೇಕಾಗಿದೆ. ಈ ಪ್ರೊಬೇಷನರಿ ಅವಧಿಯಲ್ಲಿ ಯಾವುದೇ ರೀತಿಯ ಅನರ್ಹತೆ ಕಂಡುಬಂದರೆ ಯಾವುದೇ ಕಾರಣ ನೀಡದೆ ನಿಮ್ಮನ್ನು ಕೆ.ಸಿ.ಎಸ್. ಪ್ರೊಬೇಷನರಿ ನಿಯಮಗಳು 1977 ರ ಪ್ರಕಾರ ಕೆಲಸದಿಂದ ತೆಗೆದು ಹಾಕಲಾಗುವುದು.

ನೀವು ದಿನಾಂಕ:12.07.2024 ಒಳಗಾಗಿ ಪೊಲೀಸ್ ಅಧೀಕ್ಷಕರು, ವಿಜಯನಗರ ಜಿಲ್ಲೆ ರವರ ಬಳಿ ಕರ್ತವ್ಯಕ್ಕೆ ವರದಿ ಮಾಡಿಕೊಳ್ಳುವುದು. ನಿಗದಿತ ಸಮಯದೊಳಗೆ ಹಾಜರಾಗದಿದ್ದಲ್ಲಿ ಯಾವುದೇ ಮುನ್ಸೂಚನೆಯನ್ನು ನೀಡದೆ ನಿಮ್ಮ ನೇಮಕಾತಿಯನ್ನು ರದ್ದು ಪಡಿಸಲಾಗುವ ಅಂತಿಮ ಅಧಿಕಾರವನ್ನು ನೇಮಕಾತಿ ಪ್ರಾಧಿಕಾರವು ಹೊಂದಿರುತ್ತದೆ.

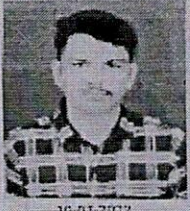

ಪುಟ-2ಕ್ಕೆ

ನೀವು ಕರ್ತವ್ಯಕ್ಕೆ ಹಾಜರಾಗುವ ಸಮಯದಲ್ಲಿ ಈ ಕೆಳಕಂಡ ಮೂಲ ದಾಖಲಾತಿಗಳನ್ನು ತಪ್ಪದೇ ಹಾಜರುಪಡಿಸಬೇಕು.


1. ಇತ್ತೀಚಿನ ಪಾಸ್ ಪೋರ್ಟ್ ಮತ್ತು ಸ್ಟಾಂಪ್ ಅಳತೆಯ ತಲಾ ಫಾಲ್ಟು ಭಾವಚಿತ್ರಗಳು.
2. ಇಬ್ಬರು ಸ್ಥಳೀಯ ಗಣ್ಯ ವ್ಯಕ್ತಿಗಳಿಂದ ಪಡೆದ ನಡತೆ ಪ್ರಮಾಣ ಪತ್ರ.
3. ಸರ್ಕಾರದ ಆಸ್ಪತ್ರೆಯ ಸರ್ಜನ್ ರವರಿಂದ ಪಡೆದ ವೈದ್ಯಕೀಯ (ಫಿಟನೆಸ್) ಪ್ರಮಾಣ ಪತ್ರ (ರಕ್ತದ ಗುಂಪಿನೊಂದಿಗೆ).
4. ಆಧಾರ್ ಕಾರ್ಡ್.
5. ಪಾನ್ ಕಾರ್ಡ್.
6. ಇಲಾಖೆಯಲ್ಲಿ ಕನಿಷ್ಠ 5 ವರ್ಷಗಳ ಸೇವೆಯನ್ನು ಆಯ್ಕೆಗೊಂಡಿರುವ ಹುದ್ದೆಯಲ್ಲೇ ಸಲ್ಲಿಸುವುದಾಗಿ ರೂ.500/- ಗಳ ಛಾಪಾ ಕಾಗದದಲ್ಲಿ ರೂ.1,00,000/- (ರೂಪಾಯಿ ಒಂದು ಲಕ್ಷ ಮಾತ್ರ)ಗಳ ಮುಚ್ಚಳಿಕೆ ಪ್ರಮಾಣ ಪತ್ರ (INDEMNITY BOND)




ಸ್ಥಳೀಯೇತರ ವೃಂದ (ಪುರುಷ)

Sl No	App No, Roll No, DOB	Name /Aadhar card no	Photo, Signature	Address	Category	Metal Number	Selection Category
01	App No: 7308393 Roll No: 5052151 DOB:-02.06.1998	RAMAPPA DYAVANAGOUDRA s/o VITTHAL Aadhar Card No: 966674996955	 <i>R.V. Dyavanagoudra</i>	RAMAPPA DYAVANAGOUDRA A S/O VITTAL, KULAGERI HOBLI, BADAMI TALUK, BAGALAKOTA DIST. MOB:7022698038	2A	VJN-601	NKK_VJN_ GM_OTH
02	App No: 7305164 Roll No: 5052363 DOB:-25.01.2001	VEERESH G R S/o SIDDESH G R, Aadhar Card No: 342364372829	 <i>Veeresh</i>	VEERESH G R S/o SIDDESH G R, HIREHEGGADALU (SASALAVAD) HOBLI, KUDLIGI TALUK, VIJAYANAGAR DIST MOB: 9019043005	3B	VJN-603	NKK_VJN_ GM_OTH

ಸ್ಥಳೀಯೇತರ ವೃಂದ (ಮಹಿಳಾ)

03	App No:7305384 Roll No: 5064639 DOB:-02.06.1999	DIVYABHARATI NAYAK D/o DHANSHETTY NAYAK, Aadhar Card No: 565024595134	 <i>Divyabharati</i>	DIVYABHARATI NAYAK D/o DHANSHETTY NAYAK, MUDEBIHAL TALUK, VIJAYAPUR DIST. MOB:9686395307	SC	VJN-605	NKK_VJN_ GM_OTH
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ಸ್ಥಳೀಯ ಸೇವಾನಿರತ ವೃಂದ (ಪುರುಷ)

04	App No:7305741 Roll No: 5029406 DOB:-01.06.1995	SIDLENNARA SURESH S/o SANNANINGAPPA Aadhar Card No: 394365955041	 <i>Sidlennara</i>	SIDLENNARA SURESH S/o SANNANINGAPPA, K AYYANHALLI HADAGALI TALUK VIJAYANAGARA DIST. MOB:9964931584	SC	VJN-582	KKIn_VJN_ GM_OTH
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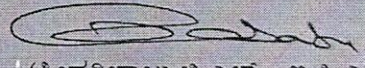
ಈ ನೇಮಕಾತಿ ಆದೇಶವು ಈ ಕೆಳಕಂಡ ನಿಬಂಧನೆಗಳಿಗೆ ಒಳಪಟ್ಟಿರುತ್ತದೆ.



1. ಅಭ್ಯರ್ಥಿಗಳ ಆಯ್ಕೆ ಸಂಬಂಧವಾಗಿ ಮಾನ್ಯ ಕರ್ನಾಟಕ ಅಡಳಿತ ನ್ಯಾಯಮಂಡಳಿಯಲ್ಲಿ ಅಥವಾ ನ್ಯಾಯಾಲಯಗಳಿಂದ ಹೊರಬೀಳುವ ತೀರ್ಪುಗಳ ಆಧಾರದ ಮೇಲೆ ಕ್ರಮ ತೆಗೆದುಕೊಳ್ಳುವ ಅಧಿಕಾರ ನೇಮಕಾತಿ ಪ್ರಾಧಿಕಾರ ಹೊಂದಿರುತ್ತದೆ.
2. ಕೆ.ಸಿ.ಎಸ್.ಆರ್ ನಿಯಮಗಳ ಪ್ರಕಾರ ನಿಗದಿಪಡಿಸಿದ ಇಲಾಖಾ ಪರೀಕ್ಷೆಯಲ್ಲಿ ತೇರ್ಗಡೆ ಹೊಂದದಿದ್ದಲ್ಲಿ, ಯಾವುದೇ ನ್ಯಾಯಾಲಯವು ನಿಮ್ಮ ನೇಮಕಾತಿಯನ್ನು ಅನುಜ್ಞಿತ ಮತ್ತು ಪರಿಣಾಮ ರೂಪ/ ಅನಿಯಮಿತಗೊಳಿಸಿದಲ್ಲಿ, ಯಾವುದೇ ಕಾರಣಗಳಿಂದ ಆಯ್ಕೆಗೊಂಡ ಹುದ್ದೆಗೆ ಅನರ್ಹರಾಗಿ ಕಂಡುಬಂದಲ್ಲಿ, ಕರ್ನಾಟಕ ನಾಗರೀಕ ಸೇವಾ(ಪರಿವೀಕ್ಷಣಾ) ನಿಯಮ 1977 ರ ಪ್ರಕಾರ ಯಾವುದೇ ಮುನ್ಸೂಚನೆಯನ್ನು ನೀಡದೇ ನಿಮ್ಮನ್ನು ಸೇವೆಯಿಂದ ವಿಮುಕ್ತಿಗೊಳಿಸಲಾಗುವುದು.
3. ಈ ನೇಮಕಾತಿ ಆದೇಶವು ತಾತ್ಕಾಲಿಕವಾಗಿದ್ದು, ನೇಮಕಾತಿಯ ನಂತರ ಅಭ್ಯರ್ಥಿಯ ಗುಣ ಹಾಗೂ ಚಾರಿತ್ರ್ಯದ ಬಗ್ಗೆ ಪ್ರತಿಕೂಲ ವರದಿ ಬಂದರೆ ಅಥವಾ ಅಭ್ಯರ್ಥಿಗಳು ಸಲ್ಲಿಸಿದ ಮೂಲ ದಾಖಲಾತಿಗಳು ಸಕಲ ಅಥವಾ ಸುಳ್ಳು ಮಾಹಿತಿ ನೀಡಿ ಹಾಜರುಪಡಿಸಿದ ದಾಖಲೆಗಳೆಂಬುದು ಯಾವುದೇ ಸಂದರ್ಭದಲ್ಲಿ ಕಂಡು ಬಂದಲ್ಲಿ ಯಾವುದೇ ಮುನ್ಸೂಚನೆ ನೀಡದೆ ಅವರನ್ನು ಸೇವೆಯಿಂದ ವಜಾ ಮಾಡುವುದರ ಜೊತೆಗೆ ಅವರ ವಿರುದ್ಧ ಕಾನೂನು ಕ್ರಮ ಜರುಗಿಸಲಾಗುವುದು.
4. ಈ ನೇಮಕಾತಿಯ ಪಿಂಚಣಿಗೆ ಸಂಬಂಧಿಸಿದಂತೆ ಉಲ್ಲೇಖ (4) ರಲ್ಲಿ ಕಾಣಿಸಿರುವ ಸರ್ಕಾರದ ಆದೇಶ ಹಾಗೂ ಮುಂದಿನ ದಿನಗಳಲ್ಲಿ ಆಗಿಂದಾಗ್ಗೆ ಹೊರಡಿಸುವ ಸರ್ಕಾರಿ ಆದೇಶಗಳಿಗೆ ಒಳಪಟ್ಟಿರುತ್ತದೆ.
5. ಈ ಅವಧಿಯಲ್ಲಿ 8 (ಎಂಟು) ತಿಂಗಳ ಬುನಾದಿ ತರಬೇತಿ ಪಡೆಯಬೇಕಾಗಿರುತ್ತದೆ ಹಾಗೂ ಇವರ ಖಾಯಂಪೂರ್ವ ಪರೀಕ್ಷಾರ್ಥ ಅವಧಿಯನ್ನು ಘೋಷಿಸುವ ಮೊದಲು ಸಿಪಿಸಿ ಹುದ್ದೆಗೆ ತರಬೇತಿ ಅವಧಿಯಲ್ಲಿ ನಿಯಮಾವಳಿಗಳಲ್ಲಿ ನಿಗದಿಪಡಿಸಿರುವ ಕನ್ನಡ ಭಾಷಾ ಪರೀಕ್ಷೆ ಹಾಗೂ ಇಲಾಖಾ ಪರೀಕ್ಷೆಗಳನ್ನು ಕಡ್ಡಾಯವಾಗಿ ಉತ್ತೀರ್ಣರಾಗಬೇಕಾಗುತ್ತದೆ.
6. ಅಭ್ಯರ್ಥಿಯು ಕರ್ತವ್ಯಕ್ಕೆ ಹಾಜರಾಗುವ ಸಮಯ ಯಾವುದೇ ಪ್ರಯಾಣ ಭತ್ಯೆಗೆ ಅರ್ಹರಿರುವುದಿಲ್ಲ.
7. ಅಭ್ಯರ್ಥಿಗಳ ಜೇಷ್ಠತೆಯನ್ನು ಕೆ.ಸಿ.ಎಸ್.(ಜೇಷ್ಠತೆ) ನಿಯಮಗಳು 1957 ರ ನಿಯಮ 5(2) ರನ್ವಯ ಪೊಲೀಸ್ ಕಾನ್ಸ್ಟೇಬಲ್ ಹುದ್ದೆಗಳ ಅಂತಿಮ ಆಯ್ಕೆಪಟ್ಟಿಯ ಅಂಕಗಳ ಅನುಸಾರ ಪರಿಗಣಿಸಲಾಗುವುದು.
8. ಅಭ್ಯರ್ಥಿಗಳ ನೇಮಕಾತಿಯು ಆಗಿಂದಾಗ್ಗೆ ಜಾರಿಯಲ್ಲಿರುವ ಆದೇಶ/ನಿಯಮಗಳ ಷರತ್ತುಗಳಿಗೆ ಒಳಪಟ್ಟಿರುತ್ತದೆ.
9. ಅಭ್ಯರ್ಥಿಗಳು ಎರಡೂವರೆ ವರ್ಷಗಳ ಕಾಲ ಪರಿವೀಕ್ಷಣೆ ಅವಧಿಯನ್ನು (ಪ್ರೊಬ್ಷನರಿ ಪಿರಿಯಡ್) ತೃಪ್ತಿಕರವಾಗಿ ಪೂರೈಸಬೇಕಾಗಿರುತ್ತದೆ ಹಾಗೂ ಸದರಿ ಅವಧಿಯಲ್ಲಿ ಬುನಾದಿ ತರಬೇತಿಯನ್ನು ಪೂರೈಸಿ ತೇರ್ಗಡೆಯಾಗಬೇಕು. ಈ ಅವಧಿಯಲ್ಲಿ ಸೇವೆಯನ್ನು ತೃಪ್ತಿಕರವಾಗಿ ಪೂರೈಸದಿದ್ದಲ್ಲಿ ಸೇವೆಯಲ್ಲಿ ಮುಂದುವರೆಯಲು ಅನರ್ಹರಾಗುವರು ಹಾಗೂ ಯಾವುದೇ ಮುನ್ಸೂಚನೆ ನೀಡದೇ ಸೇವೆಯಿಂದ ತೆಗೆದುಹಾಕಲಾಗುವುದು.
10. ನೇಮಕಗೊಂಡ ಅಭ್ಯರ್ಥಿಗಳು ಕರ್ನಾಟಕ ನಾಗರೀಕ ಸೇವೆ ನಿಯಮಗಳು 1958, ಕರ್ನಾಟಕ ಪೊಲೀಸ್ ಕಾಯ್ದೆ 1963, ಕರ್ನಾಟಕ ರಾಜ್ಯ ಪೊಲೀಸ್ (ಶಿಸ್ತಿನ ನಡವಳಿಗಳು) ನಿಯಮಾವಳಿ 1965 ತಿದ್ದುಪಡಿ 1989/2022, ಕರ್ನಾಟಕ ರಾಜ್ಯ ನಾಗರೀಕ ಸೇವೆ(ಪ್ರೊಬ್ಷನರಿ) ನಿಯಮಾವಳಿ 1977, ಕರ್ನಾಟಕ ನಾಗರೀಕ ಸೇವೆ (ನಡತೆ) ನಿಯಮಾವಳಿ 1966, ಕರ್ನಾಟಕ ಪೊಲೀಸ್ ಮ್ಯಾನುವಲ್ ಈ ನಿಯಮಾವಳಿಗಳಿಗೆ ಹಾಗೂ ಇವುಗಳ ಬಗ್ಗೆ ಆಗಿಂದಾಗ್ಗೆ ಮಾರ್ಪಡಿಸಲಾಗುವ ತಿದ್ದುಪಡಿ ನಿಯಮಗಳಿಗೆ ಒಳಪಟ್ಟಿರುತ್ತಾರೆ.
11. ಸದರಿ ಅಭ್ಯರ್ಥಿಗಳು ಸರ್ಕಾರದ ಆದೇಶ ಸಂಖ್ಯೆ: ಎಫ್.ಡಿ (ಎಸ್.ಪಿ.ಎಲ್) 04 ಪಿ.ಇ.ಟಿ 2005 ದಿನಾಂಕ:31.03.2006 ರಲ್ಲಿ ತಿಳಿಸಿರುವಂತೆ ದಿನಾಂಕ:01.04.2006 ರ ನಂತರ ಸಕಾಲಿ ಸೇವೆಗೆ ನೇಮಕಗೊಂಡ ನೌಕರರು ನಿವೃತ್ತಿ ವೇತನಕ್ಕೆ ಅರ್ಹರಿರುವುದಿಲ್ಲ ಹಾಗೂ ಸದರಿಯವರುಗಳು ನೂತನ ಪಿಂಚಣಿ ಯೋಜನೆಗೆ



- (ಎನ್.ಪಿ.ಎಸ್) ಒಳಪಡುವುದರಿಂದ ಮೂಲ ವೇತನ ಮತ್ತು ತುಟ್ಟಿ ಭತ್ಯೆಯ ಒಟ್ಟು ತೇಕಡ ಭಾಗವನ್ನು ಪ್ರತಿ ಮಾಹೆಯ ವೇತನದಲ್ಲಿ "ನೂತನ ಪಿಂಚಣಿ ವಂತಿಕೆ" ಯನ್ನು ಕಟಾಯಿಸಲಾಗುವುದು.
- ನೇಮಕಗೊಂಡ ಅಭ್ಯರ್ಥಿಗಳು ಕರ್ತವ್ಯಕ್ಕೆ ವರದಿ ಮಾಡಿಕೊಂಡ ಕೂಡಲೇ ಇಜಿಪಿಎಸ್ ಒಮದಾ ರೂ.76/- ನ್ನು ಪಾವತಿಸುವುದು ಕಡ್ಡಾಯವಾಗಿರುತ್ತದೆ ಹಾಗೂ ಕರ್ನಾಟಕ ರಾಜ್ಯ ವಿಮಾ ಇಲಾಖೆಗೆ ಕಡ್ಡಾಯ ವಿಮಾದಾರರಾಗಿ ವಿಮಾ ಮೊತ್ತದ ಮಾಸಿಕ ಕಂತು ರೂ. 2000/- ಗಳನ್ನು ಪಾವತಿ ಮಾಡದ ಹೊರತು ವೇತನ ಭರಿಸತಕ್ಕದ್ದಲ್ಲ.
  - ಅಭ್ಯರ್ಥಿಯು ನೇಮಕಾತಿಯ ಸಂದರ್ಭದಲ್ಲಿ ಸಲ್ಲಿಸಿರುವ ದಾಖಲೆಗಳು ಪರಿಶೀಲನೆ ಹಂತದಲ್ಲಿಯೂ, ಯಾವುದೇ ದಾಖಲೆಗಳು ತಪ್ಪು/ಸುಳ್ಳು ಎಂದು ತಿಳಿದು ಬಂದಲ್ಲಿ ಅಂತಹವರ ನೇಮಕಾತಿಯನ್ನು ಯಾವುದೇ ಮುನ್ನೂಡನೆ ನೀಡದೆ ರದ್ದುಗೊಳಿಸಲಾಗುತ್ತದೆ ಹಾಗೂ ತಪ್ಪು/ಸುಳ್ಳು ದಾಖಲೆಗಳನ್ನು ಸಲ್ಲಿಸಿದ ಅಭ್ಯರ್ಥಿಯ ವಿರುದ್ಧ ಕ್ರಿಮಿನಲ್ ಮೊಕದ್ದಮೆ ದಾಖಲಿಸಲಾಗುವುದು.
  - ಈ ನೇಮಕಾತಿ ಆದೇಶವು ತಾತ್ಕಾಲಿಕವಾಗಿದ್ದು, ನ್ಯಾಯಾಲಯ/ಕೆ.ಎ.ಟಿಯಲ್ಲಿ ಉದ್ಭವಿಸಬಹುದಾದ ಪ್ರಕರಣಗಳಲ್ಲಿ ಘನ ನ್ಯಾಯಾಲಯವು ನೀಡಬಹುದಾದ ತೀರ್ಪಿನ ಆದೇಶದಲ್ಲಿ ನೀಡುವ ಷರತ್ತಿಗೆ ಒಳಪಟ್ಟಿರುತ್ತದೆ ಹಾಗೂ ಪರಿಷ್ಕರಣೆಗೊಳಪಡುವುದಾಗಿದೆ.
  - ಅಭ್ಯರ್ಥಿಯು ಕಡ್ಡಾಯವಾಗಿ ಗೊತ್ತುಪಡಿಸುವ ಬ್ಯಾಂಕ್‌ನಲ್ಲಿ ಉಳಿತಾಯ ಖಾತೆಯನ್ನು ತೆರೆದು ಪಾಸ್‌ಬುಕ್ ಪಡೆದು ಈ ಕಛೇರಿಗೆ ಸಲ್ಲಿಸುವುದು ಇಲ್ಲವಾದಲ್ಲಿ ವೇತನವನ್ನು ಮಾಡಲಾಗುವುದಿಲ್ಲ.
  - ಅಭ್ಯರ್ಥಿಯು ಕರ್ತವ್ಯಕ್ಕೆ ವರದಿ ಮಾಡುವಾಗ 'ತಮ್ಮ ತಂಗುವ ವ್ಯವಸ್ಥೆಯೊಂದಿಗೆ ಹಾಜರಾಗತಕ್ಕದ್ದು. ಅಭ್ಯರ್ಥಿಗಳು ಜಿಲ್ಲಾ ಆಸ್ಪತ್ರೆಯ ಸರ್ಜನ್ ರವರಿಂದ (ಪಿಜಿಕಲ್ ಫಿಟ್ನೆಸ್ ಸರ್ಟಿಫಿಕೇಟ್) ವೈದ್ಯಕೀಯ ಪ್ರಮಾಣ ಪತ್ರವನ್ನು ಪಡೆದುಕೊಂಡು ಕರ್ತವ್ಯಕ್ಕೆ ವರದಿ ಮಾಡಿಕೊಳ್ಳುವ ಸಮಯದಲ್ಲಿ ಹಾಜರಪಡಿಸತಕ್ಕದ್ದು.
  - ನಾಗರೀಕ ಪೊಲೀಸ್ ಕಾನ್‌ಟೇಬಲ್ ಹುದ್ದೆಗೆ ಆಯ್ಕೆಗೊಂಡ ಅಭ್ಯರ್ಥಿಗಳು ಒಂದು ಜೊತೆ ಖಾಕಿ ಹಾಫ್ ಶ್ಯಾಂಟ್, ಒಂದು ಜೊತೆ ಬಿಳಿಯ ಫುಲ್ ತೋಳಿನ ಬನಿಯನ್ ಮತ್ತು ಬ್ರೌನ್ ಕ್ಯಾನ್ವಸ್ ಷೂ/ಸಾಕ್ಸ್‌ನೊಂದಿಗೆ ಆರ್.ಪಿ.ಐ., ಡಿ.ಎ.ಆರ್ ವಿಜಯನಗರ ಜಿಲ್ಲೆ ರವರಲ್ಲಿ ಕರ್ತವ್ಯಕ್ಕೆ ವರದಿ ಮಾಡಿಕೊಳ್ಳುವುದು.

  
 (ಶ್ರೀಹರಿಬಾಬು.ಬಿ.ಎಲ್., ಐ.ಪಿ.ಎಸ್)  
 ಪೊಲೀಸ್ ಅಧೀಕ್ಷಕರು ಹಾಗೂ ಅಧ್ಯಕ್ಷರು,  
 ಪೊಲೀಸ್ ನೇಮಕಾತಿ ಸಮಿತಿ,  
 ವಿಜಯನಗರ ಜಿಲ್ಲೆ.

ಗೆ  
 ಮೇಲ್ಕಂಡ ಅಭ್ಯರ್ಥಿಗಳಿಗೆ ನೊಂದಣಿ ಅಂಚೆ ಸ್ವೀಕೃತಿ ಮೂಲಕ

ಪ್ರತಿಯನ್ನು ಅಭಿನಂದನೆಗಳೊಂದಿಗೆ ಮಾಹಿತಿಗಾಗಿ ಕಳುಹಿಸಿದೆ.

- ಡೈರೆಕ್ಟರ್ ಜನರಲ್ ಮತ್ತು ಇನ್ಸ್‌ಪೆಕ್ಟರ್ ಜನರಲ್ ಆಫ್ ಪೊಲೀಸ್, ಕರ್ನಾಟಕ ರಾಜ್ಯ ಬೆಂಗಳೂರು.
- ಅಡಿಷನಲ್ ಡೈರೆಕ್ಟರ್ ಜನರಲ್ ಆಫ್ ಪೊಲೀಸ್, ನೇಮಕಾತಿ ಮತ್ತು ತರಬೇತಿ, ಕಾರ್ಲಟನ್ ಹೌಸ್, ಅರಮನೆ ರಸ್ತೆ, ಬೆಂಗಳೂರು.
- ಡಿಐಜಿಪಿ, ನೇಮಕಾತಿ ಮತ್ತು ತರಬೇತಿ, ಕಾರ್ಲಟನ್ ಹೌಸ್, ಅರಮನೆ ರಸ್ತೆ, ಬೆಂಗಳೂರು.
- ಪೊಲೀಸ್ ಉಪ ಮಹಾ ನಿರೀಕ್ಷಕರು, ಬಳ್ಳಾರಿ ವಲಯ, ಬಳ್ಳಾರಿ.

ಪ್ರತಿಯನ್ನು:-

- ಆರ್.ಪಿ.ಐ., ಡಿ.ಎ.ಆರ್, ವಿಜಯನಗರ ಜಿಲ್ಲೆ ರವರಿಗೆ ಸೂಕ್ತ ಕ್ರಮಕ್ಕಾಗಿ
- ವೇತನ/ಸೇವಾಪುಸ್ತಕ/ಸಂಗ್ರಹ/ಪಿಂಚಣಿ ಮತ್ತು ಆದೇಶ ಪುಸ್ತಕ ಶಾಖೆಗಳಿಗೆ ಸೂಕ್ತಕ್ರಮಕ್ಕಾಗಿ ಡಿಪಿಐ ವಿಜಯನಗರ ಜಿಲ್ಲೆ.

  
 Co-ordinator,

Internal Quality Assurance Cell  
 M.G.V.C. Arts, Commerce & Science College  
 MUDDEBIHAL-586212. Dist: Vijayapur.

  
 PRINCIPAL,

M. G. V. C. Arts, Com. & Science College  
 MUDDEBIHAL - 586212,



**Infosys**<sup>®</sup>  
Navigate your next

HRD/2T/23-24/1006716811

August 31, 2023

Ms. Chaitra Talawar  
Candidate ID: 1006716811  
At Bailkur Post  
Madari Tq, Near Balaji sugar factory  
Muddebihal-586129  
India  
Ph No : +91-7483821486

Dear Chaitra,

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 people are empowered to move forward as far as their ideas will take them.

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 training with you and wish you success in your career with us.

Warm regards,

**Dependra Mathur**  
SVP and Global Head - Human Resource Development, Infosys BPM Limited

**Co-ordinator,**  
**Internal Quality Assurance Cell**  
M.G.V.C. Arts, Com. & Science College  
MUDDEBIHAL-586212. Dist: Vijayapur.

INFOSYS BPM LIMITED  
Building 48, 4th Floor,  
Section 1,  
Electronic City Hosur  
Road, Bangalore -  
560100

**PRINCIPAL,**  
M. G. V. C. Arts, Com. & Science College  
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Ph No : +91-7483821486

Dear Chaitra,

Congratulations! We are delighted to make you a Training offer as **Process Trainee** and your role is **Process Trainee**.

Here are the terms and conditions of our Training offer: \

### 1. Definitions

The following terms shall have the following meanings for the purpose of this Training offer ( 'Offer Letter' hereinafter).

'Affiliates' means any entity that controls, is controlled by, or is under common control with the Company.

'Company' refers to Infosys BPM Limited.

'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' shall mean and include all the training that shall be imparted to you on joining the Company.

### 2. Joining

Your scheduled date of joining the Training of the Company will be **11-September-2023**.

### 3. Location

Your location for Training is **MYSORE, KARNATAKA, India**.

You may be asked to relocate to any of our development centers, units, departments or the offices of our Affiliates and/or the offices of our customers, depending on business requirements. In such an event, your stipend and any 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 Letter, hereby give your irrevocable consent to the above.



\*For the purpose of this Training offer letter, 'Affiliate' means an entity that controls, is controlled by, or is under common control of the Company. 'Control' includes the right to appoint majority of the directors or to control the management or policy decisions exercisable by a person or persons acting individually or in concert, directly or indirectly by virtue of their shareholding or management rights or shareholders agreements or voting agreements of in any other manner.

#### 4. Training

You recognize and accept that at the time of appointment as **Process Trainee**, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a **Process Trainee** who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

#### 5. Training Period

You will be on Training for a period of **6 (Six)** months from the date of start of your Training with the Company. On successful completion of your Training, the Company may at its sole and absolute discretion decide to confirm you as an employee of the Company on the terms as provided in Annexure III of this Offer Letter. Notwithstanding anything stated herein, and without limiting the rights of the Company, the occurrence of any action/omission, including but not limited to the following, during your Training Period may also result in you being considered unsuitable for the role and the Company would be entitled to terminate your Training immediately without any notice for:

- (a) failure to submit the documents required by the Company, details of which are enclosed in the Information Sheet at Annexure - II;
- (b) failure to complete the Training by being absent for any reason(s) whatsoever from the Company;
- (c) failure to clear the foundation training program of the Company;
- (d) failure to clear the backgrounds checks to the satisfaction of the Company.

#### 6. Leave

During your Training Period, you will be entitled to annual earned leaves in accordance with the leave policy of the Company, as applicable to trainees.

Leaves are credited on a quarterly basis. The Leave eligibility shall begin in the quarter of start of your Training with the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.





If during your Training you are on Leave or absent for a continuous period of 5 or more working days, for any reason whatsoever, you shall be moved to another batch of trainees as per availability or suitability, to ensure that you are not deprived of any particular part of the Training. Till the time that you are given a rejoining date, you will not be paid any stipend by the Company. The above will also result in extension of your Training Period as well as other milestones.

## 7. Transfer

You can be transferred to any of our units / departments situated anywhere in India or abroad for the purpose of your Training.

## 8. Stipend

Your total Stipend during the Training Period will be **INR 21322 per month**, including any statutory taxes, withholding and deductions, and the same will be paid to you at the end of each month.

## 9. National Pension Scheme

We offer all our India based trainees 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. Please refer to the Information Sheet at Annexure - II for more details.

## 10. Insurance

**Health Insurance:** You will be eligible to participate in a Group Health Insurance and covered by default under the standard health insurance plan as per the applicable Company Health Insurance Policy. You may also choose to enhance the benefits with other participatory optional health insurance plans.

**Life Insurance:** You will be covered under the Group Life Insurance and Accident Insurance scheme under the standard life insurance plan as per the applicable Company Life Insurance Policy. The fixed monthly insurance premium of **INR 130** will be deducted from your Stipend on a monthly basis, and you hereby provide consent for the same to be deducted from your monthly Stipend.

The details of the Scheme would be available to you when you start your Training.

## 11. Work Health and Safety

You agree to comply with all the directions and instructions emanating from the Company regarding health and safety and shall also take all the reasonable steps to ensure that you do not undermine your health and safety or the health and safety of any other person during the period of your Training with the Company.



Date: 27-May-24

**Stellar - Job Offer Letter for the post of Analyst**

Dear **Shivanagouda Basavangouda Patil**,

In response to your application, we are pleased to inform you that you are being selected for the post of **Analyst** in Stellar Innovations Private Limited.

Your Annual CTC will be: - **Rs. 270,312.00/- ( Rupees Two Lakh Seventy Thousand Three Hundred and Twelve Only).**

As per our company policy, you will be on Probation for a period of 90 days. After that, based on your performance review, your services will be confirmed in the organization.

During your Probation period you are entitled to take 01 leave per month. In case of an emergency for any extra leaves, management will make the final decision.

Terms and conditions are mentioned in the annexures provided along with this letter. You are requested to read and give your consent by signing copy of this offer letter and return to HR Dept at the time of joining as well as kindly confirm your offer acceptance to [Hr@stellaripl.com](mailto:Hr@stellaripl.com), which will help our us to initiate your onboarding formalities.

You are requested to report to our Whitefield, Bangalore office at **10:00 AM** on **28-May-24**.

This is to inform you that this letter will be null and void in case you do not report on the date and time specified herein.

Note: For any clarifications and assistance kindly contact us: - [Hr@stellaripl.com](mailto:Hr@stellaripl.com)

For Stellar Innovations Pvt. Ltd.

Lalithya

Senior Manager - Human Resource

Co-ordinator,  
Internal Quality Assurance Cell  
M.G.V.C. Arts, Commerce & Science College  
MUDDEBIHAL-586212. Dist: Vijayapur.

PRINCIPAL,  
M. G. V. C. Arts, Com. & Science College  
MUDDEBIHAL - 586212.



**APPENDIX**

Your new compensation package consists of monthly and annual benefits as mentioned below :

Name	Shivanagouda Basavangouda Patil			
Designation	Analyst			
Components	Payout	Monthly	Annual	
<b>Fixed Pay</b>	Basic	Monthly	16,266.00	195,192.00
	HRA	Monthly	0.00	0.00
	Medical Allowance	Monthly	0.00	0.00
	Special Allowance	Monthly	0.00	0.00
	<b>Total Earnings</b>		<b>16,266.00</b>	<b>195,192.00</b>
<b>Employer Contribution</b>	PF	Monthly	1,800.00	21,600.00
	Gratuity	Monthly	781.00	9,372.00
	Group Medical Insurance	Monthly	0.00	0.00
	ESIC	Monthly	529.00	6,348.00
	<b>Employer Contribution</b>		<b>3,110.00</b>	<b>37,320.00</b>
<b>Fixed Cost to Company</b>			<b>19,376</b>	<b>232,512</b>
<b>Variable Pay</b>	Performance Incentive*	Monthly	1,500.00	18,000.00
	Night Shift Allowance*	Monthly	1,650.00	19,800.00
	Annual Variable Pay*	Annual		-
	<b>Variable Total</b>		<b>3,150.00</b>	<b>37,800.00</b>
<b>Total Cost to Company</b>			<b>22,526.00</b>	<b>270,312.00</b>
<b>Employee Deduction</b>	PF	Monthly	1,800.00	21,600.00
	ESIC	Monthly	122.00	1,464.00
	PT	Monthly	0.00	0.00
	<b>Total Deduction</b>		<b>1,922.00</b>	<b>23,064.00</b>

**Additional Employee Benefits:**

- \* Gratuity as per Payment of Gratuity Act 1972
- \* CTC Structure, Benefits and Allowance can change subject to the discretion of the Management
- \* All Items marked by an asterisk (\*) will be paid as per eligibility and policy guidelines. These include the Performance Incentive, Night Shift Allowance and Annual variable Pay.

**Deductions**

- \* Employee Contribution to EPF (12% of Basic plus VDA)
- \* Professional Tax deductions will be done as per Government norms
- \* ESIC as per Govt. rule & regulations.

For Stellar Innovations Pvt. Ltd.

**Lalithya**  
Senior Manager - Human Resource



**Annexure- II**

**Terms and Conditions of Employment**

**1. Workplace**

You will be deputed at our office which is located at **Tirumala, #27, Doddanekundi 2nd Phase, Industrial Area, Mahadevepura Post, , Bengaluru, Karnataka 560048**

**2. Probation**

You will be on probation for three months from the date of joining. During probation, your employment may be terminated by either party with 30 days' prior notice in writing or payment of 30 days' salary in the lieu of notice. Probation may be extended as may be decided by the company based on the performance during this period.

**3. Confirmation**

On successful of probation period, the company at its discretion may confirm you in service and you will receive a confirmation letter to this effect.

**4. Background Verification**

You have been engaged under the presumption that all the particulars and information furnished by you are correct. In case the said particulars are found to be incorrect or is found that you have concealed or withheld some relevant facts, your employment/appointment with the company shall stand terminated/cancelled without notice.

**5. Notice of Separation/Termination**

Post confirmation, your services can be terminated by either party by giving to the other, a notice of 60 days in writing. The company reserves its right to recover an amount equivalent to 60 day's salary on pro-rata basis if you fail to give to the company, adequate notice your intention to terminate your employment. The notice period will not be waived off in any case.

**6. Conflict of Interest**

Your position with the company calls for your whole-time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.

**7. Information Security**

You will abide by the information security policy laid by the company. Any Violation of Information security policy will be considered seriously and disciplinary action would be taken as per company policy which may lead to prosecution, recovery of damages, and /or termination of employment.



**General Conditions**

- a. Your working hours, weekly off, period of work, public holidays, leaves rules etc. will be governed by the rules and regulations of the company.
- b. You are required to sign a "Non- Disclosure and Intellectual Property Agreement" and with the company.
- c. You will be covered by the company's code of conduct and other policies, procedures, and other rules as applicable from time to time.
- d. Your services are liable to transferred from one workplace of the company to another situated at any place in India and/ or one department to another and/or shift to another, purely at the discretion of the management.
- e. If at any time during your employment, you are found guilty of any act of misconduct or any willful breach of continuous negligence in the terms of this offer letter or rules or duties or disobedience, the management may without any notice, put an end to your services and terminate your employment with the company.
- f. As part of our employment terms and conditions, company will be performing a background verification check of your educational documents, criminal cases, and previous employment history. If company finds any discrepancies, company will put an end to your services and terminate your employment with the company.

Terms of the employment shall be governed by the laws of India and courts in Bangalore shall have exclusive jurisdiction.

I (**Shivanagouda Basavangouda Patil**) the undersigned unconditionally accept the offer with all the terms and condition mentioned herein above of the company and agree to abide by them

Date: **28-May-24**

Place: Whitefield, Bangalore

Signature: \_\_\_\_\_

Name: Shivanagouda Basavangouda Patil

May 20 2024



HR/BP/HC\_APP937087

Mr. Parashuram Rathod  
Dwarakamayi #63 A3 Subramanyapura Village Uttarahalli,  
Bangalore, 560061

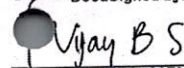
### Letter of Appointment

Dear Parashuram,

- 1.0 **Appointment:** We are pleased to offer you an **Appointment** in our company as "Trainee Process Consultant" The details of your entitlements and your salary are as per Annexure-II.
- 2.0 **Date of Appointment:** Your effective date of Appointment will be on or before **May 20 2024**. Any change in the date of joining will be communicated to you at the aforementioned contact details and such change will be at our sole discretion and without any liability on Sagility India Private Limited.
- 3.0 **Initial Posting & Reporting:** Your initial posting in the normal course will be **Bangalore** and you will report to the respective Business and/or Functional Head.
- 4.0 **Documentation:** You are required to furnish the following at the time of joining duty-
  - 4.1 Proof of age;
  - 4.2 Certificates supplementing your SSLC (10<sup>th</sup> Standard) and highest educational / professional Qualification attainments;
  - 4.3 Appointment & Relieving letter of your previous employer, as applicable;
  - 4.4 8 (eight) passport sized photographs;
  - 4.5 Form 16 or any other authenticated document supplementing your earnings and income tax deduction / Paid in the current financial year; PAN Card Copy.
  - 4.6 Photocopy of Passport, if available.
  - 4.7 Photocopy of your Aadhaar Card with number
  - 4.8 PF No. / UAN (Universal Account Number) of previous employment.
  - 4.9 ESIC Number of previous employment.
  - 4.10 Any other documents as may be required by the Company.
- 5.0 **Terms and Conditions of Employment:** All the terms and conditions of your employment are attached here with as Annexure - I. The said terms shall (and as maybe modified from time to time) be applicable to you.


Please sign and return a copy of this letter within 3 days of receipt as a token of your acceptance.

Yours sincerely,

  
9BF75EC1C9F34E0...

Vijay B S  
Senior Manager - Human Resources  
Sagility India Private Limited

I have read the Appointment Letter and I fully understand and accept the terms & conditions contained herein

  
Signature: Parashuram Rathod  
Name: Parashuram Rathod  
Date: 5/20/2024

Encl: Annexure - I &amp; II

  
Co-ordinator,  
Internal Quality Assurance Cell  
M.G.V.C. Arts, Commerce & Science College  
MUDDEBIHAL-586212, Dist: Vijayapur  
Sagility India Private Limited

(Formerly Berkmeer India Private Limited)

Registered Office - No. 23 & 24, AMR Tech Park, Building 2A, First Floor, Hongasandara Village, Off Hosur Road,  
Bommanahalli, Bengaluru - 560068 India

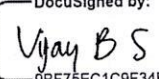
Corporate Identity Number: U72900KA2021PTC150054. Tel. No. 080-71251500.

  
PRINCIPAL,  
M. G. V. C. Arts, Com. & Science College  
MUDDEBIHAL - 586212,

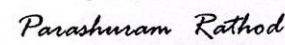
## Annexure- I Terms and Conditions of your appointment:



- 1.1 **Remuneration Details:** The details of your entitlements and your salary are as per Annexure - II. Besides salary, you will be entitled to other benefits and privileges as per company's policy, which the company may from time to time introduce.
- 1.1.1 You will also be entitled to contributory provident fund and gratuity as per the rules and regulations of the company, subject to statutory provisions.
- 1.1.2 Deductions as applicable under law, namely tax deduction at source, fringe benefit tax etc, shall be made on the salary month on month.
- 1.1.3 Employees are required to submit their tax planning and investment plans for a given financial year to the company at the notified time and shall when called for submit proof of the investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves its right to make the deductions in the available time frame in the on-going year.
- 1.1.4 You will be governed at all times by the policies, procedures and guidelines of the company related to salary, allowances, benefits and perquisites which are specified in this letter of appointment. Further, the Management may modify or change such allowances, benefits and perquisites from time to time, in accordance with its policies.
- 1.1.5 Also, you are required to keep your salary information confidential at all times and not to disclose to anybody in the company or to outside agency.
- 2.0 **The other terms and conditions of your appointment are as follows:**
- 2.1 **Training:** You will be initially, on training for a period of twelve months from the date of your appointment. Please note that the following special terms and conditions of service are applicable to you, only during the period of training.
- 2.1.1 Your continuation in the service of the company is subject to your satisfactory performance during the period of **training** and that the company reserves its rights to terminate your services in the event that your performance is found unsatisfactory
- 2.1.2 You shall be entitled for a cumulative annual / earned leaves of 30 days, as per the Sagility India Private Limited employee leave policy. However during the first 6 months of service, you are not encouraged to avail leave even though the earned / annual leave shall accrue to your account as per the Employee leave policy from time to time.
- 2.1.3 You will deemed to be confirmed on completion of 12 months of satisfactory completion of your training unless otherwise communicated to you by the company in writing. During the period of training your services may be terminated at the discretion of the management, with or without assigning any reason, with a week's notice or one week's basic salary in lieu of notice. During this period, you may also resign your appointment with one month's notice or payment of one month's basic salary in lieu of notice, at the discretion of the company.  
**Proviso:** Provided, however, that the above requirement may be altered / modified in such manner as may be necessary for the company to discharge it's existing and forthcoming obligations.
- 2.1.4 Please note that in the event of your not joining the Company on or before the date mentioned in this letter of appointment, this letter of appointment shall automatically stand revoked
- 2.2 **Work Week:** The standard work week is **Monday to Friday / Saturday**. You will be given day off(s) in a week as per the policy of the company. However, the actual day off(s) may vary from week to week in view of the nature of business of the company and the exigencies of work.
- 2.3 **Regular Appointment:** On satisfactory completion of your probation you will be considered for regular employment in the Company. On being confirmed, the notice period for termination of service on either side will be Two month, however your continuation in the service of the company is still subject to your satisfactory performance during the period of employment. Your services may be terminated at the discretion of the management, with or without assigning any reason, with **Two** month's notice or **Two month's** basic salary in lieu of notice. Similarly, during this period you may also resign your appointment with Two month's notice or payment of Two month's basic salary in lieu of notice, at the discretion of the company.  
**Provision:** Provided, however, that the above requirement for notice may be altered / modified in such manner as may be necessary for the company to discharge it's existing and forthcoming obligations.
- 2.4 **Confidentiality:** You shall not, as per the terms of the non-disclosure agreement (NDA) signed by you and the terms herein, during employment or after cessation of employment, divulge, disclose or impart to any person/organization by word or otherwise particulars or details of systems, procedures, technical know-how, trade secret, administrative, financial or organizational matters pertaining to the company, which you may become aware of by virtue of your employment in the company. You shall maintain confidentiality at all times during the currency of this letter of appointment and otherwise all information in accordance with the company's confidentiality policy and sign such agreements that the company may require for the adequate protection of all its information.
- 2.5 **Intellectual Property:** The rights to any invention, discovery or creation of any system or method related to the company's operation and arising out of any work done in the course of your employment shall automatically vest with the company. In this connection wherever required, the company may obtain patent rights in its name (or jointly with others) based on the fact of your invention, discovery or other creative effort. The company may require you to sign invention assignment and such other agreements as may be necessary for the company to obtain patents and/or register its intellectual property rights. You will not, in any event be entitled to any compensation apart from as aforesaid for such acts. Notwithstanding anything contained herein and any rewards/compensation/performance bonus or other acknowledgment of whichever kind, shall be deemed to confer on you, any rights towards that invention, discovery, process improvement, or other intellectual property right in system or method.
- 2.6 **Software & Legal Compliance:** The Company shall be the sole owner of any software developed by you during your employment with the Organization, having rights to sell, license, and control duplication, distribution and preparation of deliveries of the software. You shall not claim any income nor benefit from any such development at any point of time. You shall also sign a document to this effect if required by the company. Any duplication of licensed software is not allowed except for backup or archival purpose. You shall ensure that the Company complies with all statutory and/ or legal requirements with regard to the area of your responsibility.
- 2.7 **Statutory Compliance:** You shall strictly adhere to the applicable laws and regulations in India and other country (ies) including without limitation work permits, immigration requirements, etc
- 2.8 **Company Property:** You shall take reasonable care in maintaining and protecting the assets, properties, facilities, software and hardware, if and when provided by the company, for your use. On demand, you shall take steps to return such assets, properties etc., back to the company in the same condition as given, subject to normal wear and tear, on cessation of employment or any other time, as may be required by the Company. Failing this, the company shall be entitled to recover such costs/compensation as it may deem fit, keeping in view the cost of such assets, properties etc.
- 2.9 **Job Assignment:** You may during the course of your employment be given any assignment either arising out of the company's business or that the management in its subjective judgment deems fit with reference to your skill sets, background, qualification or experience. Refusal to carry out such assignments as are allotted to you solely on, amongst others, grounds that it has not been part of your usual duties during your employment shall be deemed serious misconduct and grounds for immediate termination of employment. You will also not be entitled to any additional compensation for carrying out any such assignments/job.
- 2.10 **Transfer:**
- 2.10.1 The company may in its business interest transfer you to any of its offices in India or overseas or to any subsidiary or associate company, whether now existing or still to be formed, on such terms and conditions as are applicable to such transfer and as per the company's policies.
- 2.10.2 Although the company will endeavour to ensure that such transfers do not cause any disruption to your status, however the company does not guarantee the continuation of any facility or perquisite in new situation.
- 2.10.3 In the event that you are deputed to perform work on / at client sites, you hereby agree and undertake as follows: -
- 2.10.3.1 that you shall follow and be governed by the rules and regulations applicable.
- 2.10.3.2 That you shall honour and abide by the requirements under the work permits / approvals / consents and all related rules pertaining to your deputation, including amongst others requirements under the applicable VISA / Travel Program.
- 2.10.3.3 That you shall indemnify and hold harmless, the company, from all liabilities arising out of any act / omission attributable to your negligence or otherwise, whether arising in the course of employment or otherwise.
- 2.10.4 In all such cases of transfer you shall be governed by the company's transfer policy and procedure.
- 3.0 **Other terms and conditions:**
- 3.1 **Working Hours** - The business hours of the office are 9:30 A.M till 6:30 P.M and the company is operational on a 24/7/365 basis. You are expected to report to work promptly at the scheduled time each day as per shift that you are assigned to as required. This is for ensuring smooth conduct of work as per the company's policy.
- 3.2 **Double Employment Prohibited:**
- 3.2.1 You will devote full time and attention to the work of the company and will not, during the tenure of your service, take any employment / assignment, direct/indirect business or work, honorary or remuneratory except with the prior permission of the management, in writing, in each case.

DocuSigned by:  
  
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Sagility India Private Limited

DocuSigned by:  
  
 4403384874DD46F...



- 3.2.2 You will not seek membership of any local/public body without obtaining prior permission of the management, in writing, in each case.
- 3.3 **Contact Details:** You will keep us informed of any change in your residential address, civil or marital status and other such matters.
- 3.4 **Statutory Deductions:** Taxes and other deductions such as Income Tax, Professional Tax and any other statutory payments would be to your account, including but not limited to those based on the information on tax planning and investment plans for a given financial year provided by you to the Company provided that you have, when called for by the Company, submitted proof of the investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves its right to make the deductions in the available time frame in the on-going year.
- 3.5 **Company Regulations:** You will be governed by the policies and the procedures, in force, from time to time. You will also observe general decorum and discipline and shall be subject to the same policies and procedures as applicable to the regular employees of the company.
- 3.6 **Verification:**
- 3.6.1 **Verification:** Your appointment is subject to satisfactory verification of your character, antecedents and testimonials. This appointment is based on the details provided by you to the company.
- 3.7 **Declarations & Representations:** You are required to furnish, on your behalf and if married, on behalf of your spouse, full details of any external directorships held and any personal business interests including but not limited to partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company of those external Interests, including but not limited to involvement in political and non-political associations. You also represent and warrant that the investment and tax returns and proof of the same shall be genuine and that in the event that any of the same is found to be falsified or in any manner incorrect or unacceptable, that you agree to abide by any action that the Company may, in its discretion, initiate and as allowed under law and you shall indemnify and hold the Company harmless from such act/omission attributable to you.
- 3.8 **Annulment of Employment:** Please note that this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and if you have already commenced employment with the Company and your employment will automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to the Company's rights and remedies against you, in the following event/s:
- 3.8.1 if during the pre-employment or the post-employment background checks, the checking agency gives a negative report; or
- 3.8.2 in the event of unsatisfactory result of any of the Section 3.7 events;
- 3.8.3 in the event you are charged and/or arrested on allegations of having committed any offence, criminal, economic or otherwise;
- 3.9 **Termination for Breach:** In the event of a breach of any of the terms of the appointment letter and more specifically in terms of breach of any confidentiality obligations, the Company shall initiate disciplinary and such other action against you as it may deem fit and allowed under law, including but not limited to suspension and / or immediate termination from employment.
- 4.0 **Savings:** Notwithstanding anything contained herein, the company hereby reserves its right in the following manner: -
- 4.1 to proceed against you in such forum as it may deem fit in the event that you commit any material breach of this letter of appointment.
- 4.2 To waive off the requirements stated in the para 2.3 and 2.1.4, more specifically as provided in the proviso's therein.
- 5.0 **Validity of Appointment Letter:** This contract is valid, subject to (a) satisfactory verification as enumerated in para 3.6 above, (b) your acceptance of the offer within the time limit stipulated and your joining duties.
- 6.0 **Governing Law & Jurisdiction:** The terms and conditions of this letter of appointment/ employment contract shall be governed by the laws of India and disputes arising herein shall be subject to the jurisdiction of the courts at Bangalore or at your place of posting as on the date the cause of action of the said dispute is said to have arisen.
- 7.0 **Non-Solicitation:** - You hereby agree not to solicit or cause to be solicited, either during the currency of this letter of appointment and beyond (i.e. cessation of your employment with the Company, either voluntary or involuntary, any employee in the employment company, or directly or indirectly, individually or on behalf of any other person, firm, corporation or entity, (a) interfere with the Company's continuing relationships with its existing employees, (b) attempt to induce such other employees to leave their employment with the Company, (c) interfere with Company's continuing relationships with Company's suppliers or customers, (d) sell, attempt to sell or solicit the sale of products or services competitive with those of the Company to Company's customers, or (e) take any action to discourage or divert any supplier or customer from doing business with the Company
- 8.0 **Non-Compete:** - The Employee hereby understands and agrees that some restrictions on its activities during and post the Employee's employment is necessary to protect the goodwill and other legitimate interests of the Company. The Employee agrees to, during his employment with the Company, to perform for the Company such duties as it may designate from time to time and will devote his full time and best efforts to the business of the Company and
- 8.1 Whilst in employment, the Employee agrees not to undertake any planning for any outside business that may be directly or indirectly competitive with the Company and during employment with the Company;
- 8.2 For a period of one year after your cessation of employment with the Company the Employee undertakes not to compete, directly or indirectly, with the Company, whether as an employee, a consultant, agent, partner, owner, investor or otherwise.
- 8.3 The Employee also hereby undertakes, not to engage, in any manner in any activity that is or maybe at any point in time & in any manner competitive with the businesses of the Company
- 8.4 The Employee shall not, during his/her employment with the Company and for a period of twelve months thereafter, without the prior written approval of the Managing Director of the Company, engage in any other professional employment or consulting, or directly or indirectly participate in or assist any business with any current client or customer of the Company.
- 8.5 The Employee shall not, during his/her employment with the Company, engage in any gainful employment with any other Company.
- 9.0 **Representation.** The Employee represents and warrants that s/he is not subject to any court order, agreement, arrangement or undertaking, including but not limited to non-compete and non-solicit obligations or any other disability which may in any manner restrict the Employee either from accepting the terms and conditions detailed in this letter of appointment or from performing your functions and providing services under the letter of appointment.
- 10.0 **Interpretation/Severability.** If any term, condition, or provision in this Letter of appointment is found to be invalid, unlawful or unenforceable to any extent, the parties shall endeavor in good faith to agree to such amendments that will preserve, as far as possible, the intentions expressed in this Letter of appointment. If the parties fail to agree on such an amendment, such invalid term, condition or provision will be severed from the remaining terms, conditions and provisions, which will continue to be valid and enforceable to the fullest extent permitted by law.
- 11.0 **Waiver of Breach.** Any waiver of the provisions of this Letter of appointment or of a party's rights or remedies under this Letter of appointment must be in writing to be effective. Failure, neglect, or delay by a party to enforce the provisions of this Letter of appointment or its rights or remedies at any time, will not be construed as a waiver of such party's rights under this Letter of appointment and will not in any way affect the validity of the whole or any part of this Letter of appointment or prejudice such party's right to take subsequent action. No exercise or enforcement by either party of any right or remedy under this Letter of appointment will preclude the enforcement by such party of any other right or remedy under this Letter of appointment or that such party is entitled by law to enforce.
- 12.0 **Survival.** All such provisions explicitly stated to survive the termination of this Letter of appointment and those which by the very nature and verbiage are intended by Parties to survive shall so survive termination or expiry of this Letter of appointment.
- 13.0 **Relocation:** expenses towards shipment of household goods/ car (as applicable): You are entitled to avail relocation assistance as per the Sagility India Private Limited Employee Relocation Assistance Policy. In the event of voluntary cessation of employment with the company within one year from date of joining. You shall be liable to pay the amount received towards shipment of household goods and / or car as per the retention clause in the policy.
- 14.0 **Maternity Benefit:** All women employees would be entitled for maternity benefits as per the prevailing Maternity Benefit Act
- 15.0 **Acceptance:** If the terms and conditions of appointment enumerated in this letter of appointment are acceptable to you, please sign the duplicate copy of this letter of appointment as a token of your acceptance of the appointment and the terms and conditions thereof and return it to the HR Department:

DocuSigned by:

Vijay B S  
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DocuSigned by:

Parashuram Rathod  
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## ANNEXURE II - SALARY &amp; ALLOWANCES

Candidate Name		Parashuram Rathod				
Designation		Trainee Process Consultant				
Grade		PC2	New Grade(UA1)	Location	Bangalore	
Components		w.e.f - DOJ			Monthly	Annual
"A" FIXED						
Basic					6,315	75,780
House Rent Allowance					2,526	30,312
Shift Allowance					5,000	60,000
Skill Allowance					1,946	23,352
<b>"A" Sub-total - Gross Pay</b>					<b>15,787</b>	<b>1,89,444</b>
"B" RETIRAL BENEFITS						
Advance against Statutory Bonus					1,263	15,156
Provident Fund - <i>Employer's Contribution</i>					1,591	19,092
Gratuity					304	3,648
ESIC Contribution - <i>Employer's Contribution</i>					555	6,660
<b>"B" Sub-total- Retiral benefits</b>					<b>3,713</b>	<b>44,556</b>
<b>Total Salary Cost (A + B)</b>					<b>19,500</b>	<b>2,34,000</b>
"C" VARIABLE PAY						
Performance Incentives (@ 100% of given achievement targets)					1,000	12,000
<b>"C" Sub-total - Variable</b>					<b>1,000</b>	<b>12,000</b>
<b>Total Cost to Company (A + B + C)</b>					<b>20,500</b>	<b>2,46,000</b>
"D" INSURANCE / OTHER BENEFITS						
<b>Total Cost to Company : (A + B + C + D)</b>					<b>20,500</b>	<b>2,46,000</b>
<b>Net Salary*</b> - This is an approximate net amount and is subject to vary based on any change of rules or law relating to employee compensation (not limited to change in PF or ESIC) or tax laws or any changes in the compensation structure					<b>15,331</b>	<b>1,83,972</b>
Benefit / Scheme	Description	Value / PA				
# Onetime Retention Bonus	A onetime retention bonus of Rs.6000/- is paid on your confirmation post 6 months of your joining. An additional amount of Rs 10,000/- on completion of 18 <sup>th</sup> months.	Rs. 16,000p.a**				
Performance incentives	Will be paid every month on achieving process defined target goals as defined in table below. The first three month's performance incentive will be paid on target during the seventh month payroll.	Rs. 12,000p.a**				
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.	Rs. 16,200p.a**				
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -	Rs. 1,200,000p.a**				
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -	Rs. 2,00,000p.a**				
ESI Scheme	Self and your dependent family members as declared will be covered under the Employees State Insurance (ESI) Act.	As applicable*p.m				
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.	As applicable*				
Advance against	Provided @ 20% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be	As applicable*				
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.	As applicable*p.m				
Income Tax	Appropriate Income tax would be deducted in the payroll every month.	As applicable*p.m				
Professional Tax	If any as per the applicable rules in your state.	As applicable*p.m				
Performance Incentive Ratings and Earnings Table:						
Process Target achievement	Training period	>80-<85%	>85-<95%	>95-<100%	>100-<110%	>110%
PI Eligibility (%)	0%	50%	75%	100%	110%	125%
PI Eligible amount (Rs. p.a.)	0	6,000	9,000	12,000	13,200	15,000
PI Eligible amount (Rs. p.m.)	0	500	750	1,000	1,100	1,250

\* Statutory Schemes are subject to change as per the Law from time to time.

\*\* These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

Vijay B S  
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Vijay B S  
Senior Manager - Human Resources  
Sagility India Private Limited

DocuSigned by:

Parashuram Rathod

Parashuram Rathod  
Date: 5/20/2024

As per ESIC, family means all or any of the following relatives of an insured person namely :- a spouse, a minor legitimate or adopted child dependent upon the insured person, a child who is wholly dependent on the earnings of the insured person and who is (a) receiving education, till he or she attains the age of twenty five years, (b) an unmarried daughter, a child who is infirm by reason or any physical or mental abnormality or injury and is wholly dependent on the earnings of the insured person, so long as the infirmity continues and dependant parents





**Offer: BUSINESS PROCESS SERVICES**  
**Ref: TCSL/DT20234607916/Bangalore/BPS/BTN**  
**Date: 09/10/2024**

Mr. Sagar Prashant Mudhol  
Ward No 5 Barpeat Galli Jamkhandi  
Near Laxmi Temple  
Jolad Bajar  
Jamkhandi-587301  
Karnataka  
Tel# 91-6361286859

Dear Mr. Sagar Prashant Mudhol,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,410/-** per month. You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

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 letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

Your appointment is subject to completion of your course within stipulated time and scoring minimum aggregate marks as per TCS Selection Guidelines, as most specifically stated in the Offer of Employment.

  
**Co-ordinator,**

**Internal Quality Assurance Cell**  
**M.G.V.C. Arts, Commerce & Science College**  
**MUDDEBIHAL-586212. Dist: Vijayapur.**

  
**PRINCIPAL,**

**M. G. V. C. Arts, Com. & Science College**  
**MUDDEBIHAL - 586212.**



## OTHER BENEFITS

### 1. Health Insurance Scheme

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

Entitlement - Under this scheme, you and your enrolled dependents will be entitled for Rs. 5, 00,000/- as a family cover under the default HIS plan towards hospitalization expenses.

Premium rates and contribution will be applicable as per the TCS Health Insurance Policy and the amendment made therein from time to time. You have the flexibility to choose a plan which is higher than the default HIS plan during the permitted window, by paying the applicable additional premium plus taxes.

\*Note: The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail. For further details, please refer to the policy document

### 2. Professional Memberships:

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

### 3. Social Security - Employees' State Insurance:

The company will contribute 3.25% of your stipend or such amount as determined by law towards ESI contribution till you remain covered under Employee's State Insurance Act, 1948.

### 4. Compensation Benefits under ESI Act / Employees' Compensation Act:

If you are covered under Employees State Insurance Act (ESI Act), you are entitled to claim the benefits in the event of accidental injury resulting into death or disablement arising out of and in the course of employment, from Employees' State Insurance Corporation.

If you are out of the purview of ESI Act, you will be eligible for compensation benefit in the event of disablement arising out of and in the course of employment as per applicable Company policy. In the event of death arising out of and in the course of employment, your beneficiary will be eligible for compensation as per the Company's policy. For more details on this, refer TCS India policy - Afterlife Benefits and TCS India policy - Health Insurance after joining the organization.

\* Inclusion or exclusion of an employee under 'Employee State Insurance Corporation' is as defined as per the ESIC Act

### 5. Night Shift Stipend:

Trainees assigned to night shifts for training would be eligible for a Night Shift Stipend of Rs. 200/- per shift as per the company policy.

### 6. Process Specific Stipend:

Based on your allocation, to a process and on account of the process complexity involved, you may be eligible for additional process specific stipend, as defined by the Company.

## TERMS OF TRAINEESHIP

### 1. Traineeship Pre-requisites

Your appointment as a Trainee / Apprentice under the model / certified Standing Order will be subject to successful completion of your graduation examination without any pending arrears / back logs during the entire course duration.



It is clearly understood, agreed and made abundantly clear that in case you do not successfully clear your graduation your traineeship with **TCSL** will be discontinued without any notice or notice pay

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

## 2. Traineeship Period:

During the period of your training of 12 months, you may be required to undergo classroom and on the job training. During this period, you may be appraised to evaluate your performance and if your performance is found to be satisfactory, you may be absorbed / appointed in the regular employment of the Company at its sole discretion.

It is hereby specifically clarified that the Company is under no obligation whatsoever to absorb / appoint you on regular basis upon successful completion of your training period of 12 months. You shall not be deemed to have been absorbed / appointed in the regular employment of the company, unless & until you receive a written communication in this regard from the Company.

If your performance is found unsatisfactory, **TCSL** may terminate your traineeship forthwith by giving you 30 calendar days' notice in writing or payment of stipend for 30 calendar days in lieu thereof.

If you remain on unauthorized absence for a consecutive period of 3 days during the training programme without authorisation or intimation, a presumption shall arise that you have abandoned your traineeship and the company shall be entitled to disqualify and disentitle you forthwith for any further training and your name is liable to be automatically stand discontinued from the list of ILP trainees without any further intimation / separate communication to you.

## 3. Hours of Training:

You may be required to undergo training in shifts and / or in extended training hours as permitted by law.

## 4. Leave:

You will be entitled for leaves as per the company's policy.

## 5. Transport:

TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements and the routes are predetermined and not permitted to be varied under any circumstances. The company will make appropriate provisions for those working in night shift as permitted by law/ policy.

## 6. Alternative Occupation / Traineeship:

During the period of your traineeship at **TCSL**, you are not permitted to undertake any other traineeship, employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of the company.

## 7. Confidentiality, Data and Intellectual Property Protection:

As part of the joining formalities, you are required to sign a Confidentiality, Data and IP Protection Terms, which aims to protect the intellectual property rights and business information of **TCSL** and its clients. The detailed Confidentiality, Data and IP Protection related terms and conditions are set out in Annexure 2

## 8. 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 a trainee of **TCSL**.



**9. Notice Period:**

You will have to give at least 30 calendar days' prior notice in writing before discontinuing your traineeship with the Company. The Company may discontinue your traineeship by giving you 30 calendar days' notice in writing or payment of stipend for 30 days in lieu thereof.

**10. Medical Test:**

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL), issued by a registered medical practitioner having a minimum qualification of MBBS, to the Induction coordinator.

**11. Background Check:**

Your traineeship will be subject to a background check in line with the Company'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 checks are unfavorable or at a variance with your own declarations, your traineeship will be discontinued without any notice.

**Submission of Documents:**

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

- 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 Post-graduate)
  - Birth Certificate / Proof of Age
  - Passport
  - 6 photographs - passport size
  - An affidavit / notarised undertaking that there is no criminal offence registered/pending against you.
- Your original documents will be returned to you after verification.

**13. Initial Learning Programme (ILP)**

On joining TCSL as Trainee, you will be given the benefit of formal & on the job training ("Initial Learning Programme") at the location, as identified, for such a period as TCSL may decide. The said training programme forms a critical part of your traineeship and is an ongoing process. TCSL continues to make investment on training and development of its trainees. This will be of immense value to you and a large part of 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. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

**14. Letter of Appointment**

Your will be issued a letter of appointment on your joining and after completing joining formalities as per TCSL policy

**15. Personal Data Processing:**

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

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