

Sri Shridevi Charitable Trust (R.)

SHRIDEVI INSTITUTE OF ENGINEERING AND TECHNOLOGY

Sira Road, Tumkur - 572 106, Karnataka, India.

Phone: 0816 - 2212629 | Principal: 0816 - 2212627, 9686114899 | Telefax: 0816 - 2212628

Email: info@shrideviengineering.org, principal@shrideviengineering.org | Website: www.shrideviengineering.org

ESTD: 2002



(Approved by AICTE, New Delhi, Recognised by Govt. of Karnataka and Affiliated to Visvesvaraya Technological University, Belagavi)

2017-2018



Sri Shridevi Charitable Trust (R.)
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**ASHOK KIRAN CONSTRUCTION &
DEVELOPER'S. PVT LTD**

(CIN : U45309KA2020PTC134805)
ISO 9001 CERTIFIED COMPANY

Ref :


Date :

29/04/2023

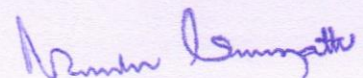
Respected Sir/Madam,

Myself Basavaraj Balutagi working as a Director for company Ashok Kiran Construction
& Developers PVT LTD., at Kushtagi, Koppal (District)

Thanking you,


BASAVARAJ BALUTAGI
(+91 9620713344)

Corporate & Registered Office : D.NO.4. Shri Doddabasaveshwara Complex, 1st floor,
Opp KSRTC Bus Stand, Kushtagi. Koppal, Karnataka, India - 583277.
Cell : +91 9611234512, +91 9620713344.



PRINCIPAL
SIET., TUMAKURU.



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EDUCATION

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G.Tech.
Reinforcing Trust By Quality Construction

G.Tech. Construction & Engineering



Shyam Ghimire
Engineer



9845198329



ghimireshyam2@gmail.com



Satdobato, Lalitpur-15, Nepal



Head Office: Hetauda-2,
Makawanpur, Nepal

Shyam Ghimire

PRINCIPAL
SIET., TUMAKURU.

M/S Bateshwar Singh
Civil Contractor
AT. & PO. - Bihat (Jagir)
Dist.- Begusarai - 851135

GST : 10AAEFB5837E1Z2

Ref. No. *MBSE/115/2022*

Date. *8.11.2022*

EXPERIENCE CERTIFICATE

TO WHOM IT MAY CONCERN

We are proud to issue this experience certificate to one of our marvel employees Mr. Surendra Kumar sah, civil engineer at M/S BATESHWAR SINGH PVT LTD. we M/S BATESHWAR SINGH PVT LTD never want to miss such hard working devoted to work and honest employee.

He has worked in East central railway -jhanjharpur to ghoghardiha gauge conversion project from August 2018 to November 2019, he successfully executed minor bridges and earth filling work in embankment in this project. from December 2019 to October 2022 he executed the minor bridges and earth filling work in embankment in jhanjharpur to laukaha bazar gauge conversion work awarded by EAST CENTRAL RAILWAY.

Mr Surendra Kumar sah worked for four years two monts proved his capabilities to all challenges having strong communication skill. I know nothing against his character.

Yours faithfully
M/S BATESHWAR SINGH
BEGUSARAI

Senior Project manager

M/S BATESHWAR SINGH

JJP & LKQ RAILWAY PROJECT

Principal
PRINCIPAL
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**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

10-Jul-2018

Vasim Khan J

C3205599

Room number 132 nbh hostel siet campus sira road tumkur 572106

Dear Vasim,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Limited (hereinafter referred to as 'the Company' or 'Accenture') in our Accenture Operations Delivery Centers in India, **Bengaluru**. This letter will officially confirm your annual total earning potential and terms of your employment.

Role- Business Operations Associate

Career Level- 12

Sublevel-2

Talent Segment- **Program, Project & Service Mgmt**

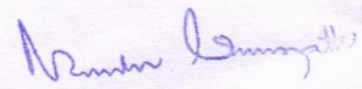
Business Deal- **Non Contact Center**

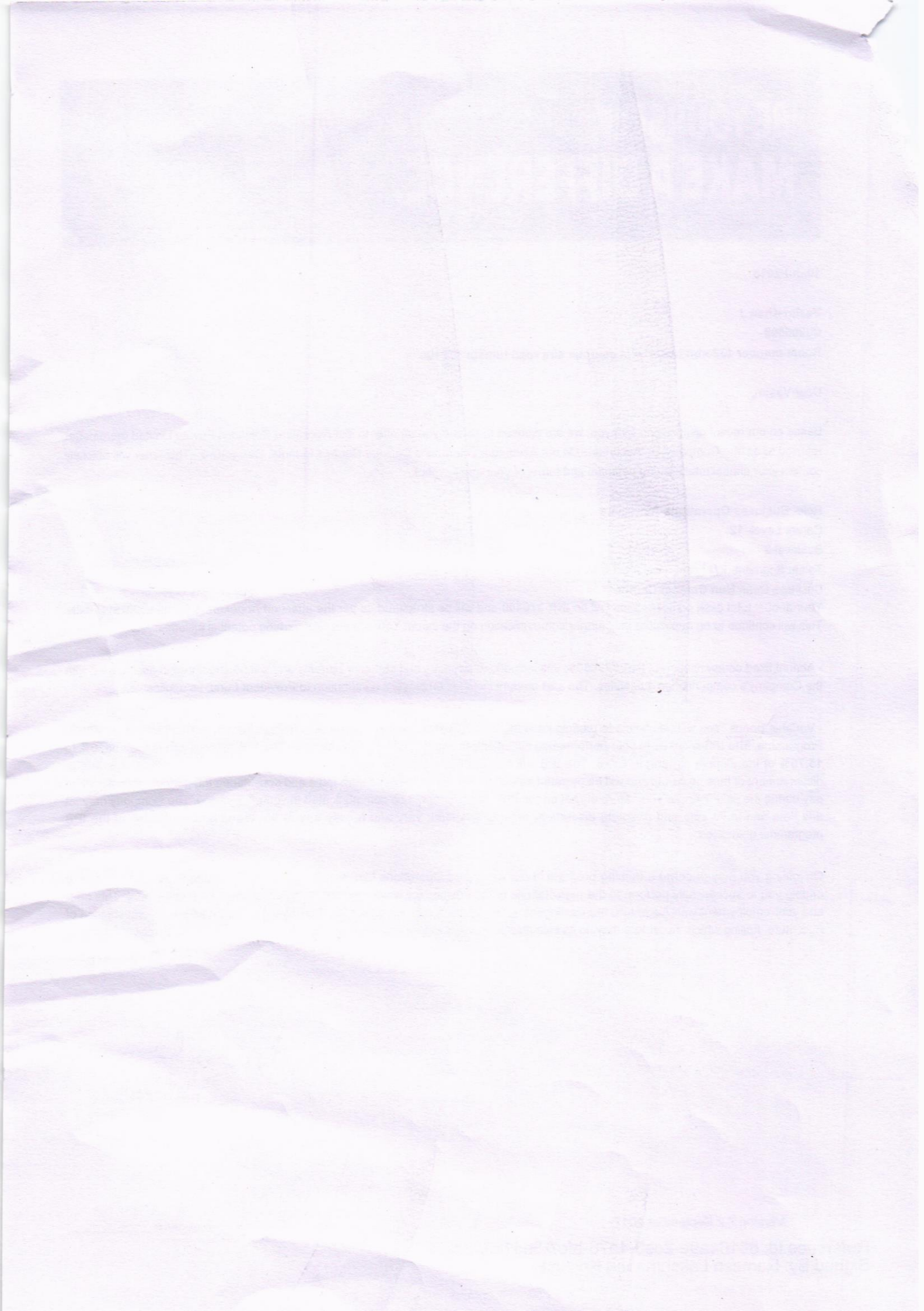
Your annual total cash compensation will be **INR 370400** and will be structured as per the attached Annexure 1 Compensation Details. This will continue to be applicable until further communication on the same. Your annual total earning potential includes:

- Annual fixed compensation of INR 320000/-; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

- Variable Bonus :You will be eligible to participate in the FY18 (September 2017 to August 2018) Individual Performance Bonus (IPB) Programme. The IPB is linked to your performance achievement and Company's performance. The IPB payouts can range from **0%** to **15.75%** of the eligible earning in FY18. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said financial year. More details on the IPB programme will be communicated to you after joining. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the IPB programme guidelines.

On joining you may undergo a training program in our Accenture Operations Delivery Centers in India to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with Accenture are contingent upon you successfully completing the training program as per the satisfaction of Accenture. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.


PRINCIPAL
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We specialize in:

- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Date: 13-5-2018

Interim Offer Letter

Dear **ABHIRAM S**

Welcome to the Vee Family...!

We are pleased to inform that you have been shortlisted for position of **AR Caller Trainee** with effect from **June** in Vee Technologies Pvt Ltd. Your **CTC** will be **Rs. 138000 to 150000 /- per annum and after confirmation your CTC may be Rs. 168000 to 180000 /- per annum based on performance**. You will undergo for training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

If for any reason you drop out from the training program after first three days you are liable to pay back the recruitment and training expenses of **Rs 25000/- (Twenty Five Thousand rupees)** to the company.

On successful completion of the training you will be on boarded in Vee Technologies. Our on boarding team will be in touch to update your date of joining and location before two weeks. Please consider this as an interim offer and the training start date may be postponed or proponed based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing the joining formalities for training, based on the business requirements we would confirm the place of training and work and the candidates should be flexible to work from any of our locations. For certain domain you will be on boarded after taking another formal discussion with the technical team.


You are required to submit the following documents while reporting to the duty:

- Photocopy of Academic Marks Cards (SSLC/HSC/Degree) - 2 Sets
- Photocopy of Address proof (Ration Card/Voter ID/Passport) -3 Copies
- Photocopy of ID Proof (Aadhar/Pan Card/Driving License)- 3 Copies
- 3 Passport size & 3 Stamp Size Photographs
- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com

With best wishes,
for Vee Technologies Pvt. Ltd.,



Kesavan M
Asst. Manager – Human Resource



PRINCIPAL
BIET., TUMAKURU.

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel: +91 80 2226 6677

Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, RR Nagar, Bangalore – 560 098, Tel: +91 96325 78003

Salem: 4/14, Reddipatty Road, Mamangam, Salem - 636 302, Tel: +91 427 2341 064

Salem SEZ: Plot No:14, IT/ITES ELCOT SEZ, Salem to Bangalore NH-7 Road, Jagir Ammapalayam Village, Suramangalam SRO, Salem-636 302, Tel: +91 427 2340290

Chennai: Tower-3 Special Module, Chennai One IT Park SEZ, Thorapakkam - 600 097, Tel: +91 044 2433 1235

USA: New York, 90 Park Avenue Suite 1700, New York, NY 10016, Tel: 646 837 0837

We specialize in:

- Healthcare
- Engineering
- Finance & Accounting
- Legal
- Logistics
- Media

Date: 13-5-2018

Interim Offer Letter

Dear **DIVYASHREE KV**

Welcome to the Vee Family...!

We are pleased to inform that you have been shortlisted for position of **AR Caller Trainee** with effect from **June** in Vee Technologies Pvt Ltd. Your **CTC** will be **Rs. 138000 to 150000 /- per annum and after confirmation your CTC may be Rs. 168000 to 180000 /- per annum based on performance**. You will undergo for training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

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- Reference Numbers of 3 persons (2 Professional and 1 Personal as per Annexure – 1)
- Family Photo for ESI Coverage (2 Post card Size)
- Original SSLC or HSC document should be deposited with the company
- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

The facilities like hostel, Canteen and transport are optional services and may be available at certain locations, and the employee cannot demand the services

For any help/queries, Please write to campusconnect@veetechnologies.com


With best wishes,

for Vee Technologies Pvt. Ltd.,



Kesavan M

Asst. Manager – Human Resource



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We specialize in:

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- Finance & Accounting
- Legal
- Logistics
- Media

Date: 13-5-2018

Interim Offer Letter

Dear **KAVYA VIRASANGAPPA KAMBI**

Welcome to the Vee Family...!

We are pleased to inform that you have been shortlisted for position of **AR Caller Trainee** with effect from **June** in Vee Technologies Pvt Ltd. Your **CTC** will be **Rs. 138000 to 150000 /- per annum and after confirmation your CTC may be Rs. 168000 to 180000 /- per annum based on performance.** You will undergo for training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates.

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- All Other original documents (Academic, Address & ID Proof) should be furnished for verification.

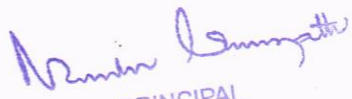
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With best wishes,
for Vee Technologies Pvt. Ltd.,



Kesavan M
Asst. Manager – Human Resource



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We specialize in:

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- Legal
- Logistics
- Media

Date: 13-5-2018

Interim Offer Letter

Dear Ravishankar

Welcome to the Vee Family...!

We are pleased to inform that you have been shortlisted for position of **Medical Coder Trainee** with effect from **July** in Vee Technologies Pvt Ltd. Your **CTC** will be **Rs. 123000 /- per annum and after confirmation your CTC may be Rs. 180000 /- per annum based on performance**. You will undergo for training with our sister concern Sona Yukti Pvt Ltd, who will help you with the employability skill training. Vee Technologies will bear all the training expenses for this program for successful candidates. If for any reason you drop out from the training program after first three days you are liable to pay back the recruitment and training expenses of **Rs 50000/- (Fifty Thousand rupees)** to the company.

On successful completion of the training you will be on boarded in Vee Technologies. Our on boarding team will be in touch to update your date of joining and location before two weeks. Please consider this as an interim offer and the training start date may be postponed or proponent based on the business need of the organization. The company or the educational institution will not be liable to the student to hire them if the business scenario changes. After completing the joining formalities for training, based on the business requirements we would confirm the place of training and work and the candidates should be flexible to work from any of our locations. For certain domain you will be on boarded after taking another formal discussion with the technical team.

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for Vee Technologies Pvt. Ltd.,**


**Kesavan M
Asst. Manager – Human Resource**


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USA: New York, 90 Park Avenue Suite 1700, New York, NY 10016, Tel: 646 837 0837

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 320000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	15.75%
Annual Total earning potential (A+B)	Min.	Max.
	INR 320000	INR 370400

* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your annual total earning potential, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer Medical Insurance for self, spouse and 2 dependent children up to **INR 300,000 per annum**. Premium for this will be paid by the company.
You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and any additional child under a separate Insurance plan up to **INR 500,000 per annum**. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined co pay, as under:
 - 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage up to three times your annual fixed compensation
3. Life Insurance coverage equivalent to one time of annual fixed compensation with a minimum cover of **INR 5,00,000**
4. Gratuity as per The Payment of Gratuity Act, 1972

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above mentioned benefits.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE 3

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Accenture, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by Accenture or employment with Accenture, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Accenture premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Accenture, including any such documents or materials from my previous employer. To the extent I feel that my employment at Accenture would require me to bring any third party documents or materials to Accenture I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from Accenture. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Accenture to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

Date:

ANNEXURE 4

REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration)
7. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

Your employment with Accenture will be governed by the attached Annexure 2 Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Accenture is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 Documentation.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet upon joining the Company but no later than six months of your start date in the Company, failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

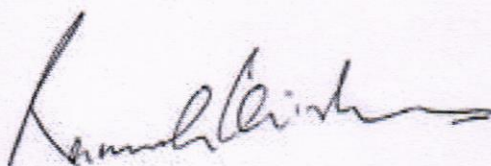
This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Vasim, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call muthappa.karyappa at 8105354876 should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Ramesh L Krishnan
Managing Director - Accenture Operations
Business Process Services Delivery Centers in India

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

Date:

Candidate's signature _____

Candidate's Signature _____



SHRIDEVI
EDUCATION

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Sira Road, Tumkur - 572 106, Karnataka, India.

Phone: 0816 - 2212629 | Principal: 0816 - 2212627, 9686114899 | Telefax: 0816 - 2212628

Email: info@shrideviengineering.org, principal@shrideviengineering.org | Website: www.shrideviengineering.org

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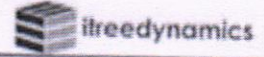


2017-2018 ECE



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PRE - OFFER LETTER

JUNE 24th 2021

Mr. Raguveer TP
S/o Puttaraju TR
Shivalaya, CM Extn, Kyathsandra
Moogavadi Ramasamudram
Tumkuru, Karnataka

Dear Mr. Raguveer,

Welcome to the iTree Dynamics Solutions Pvt. Ltd family.

We are very happy to inform you that we have decided to appoint you as **Technical Consultant** from 1st Oct 2021.

We are a Bangalore (India) based organization providing various business solutions to clients worldwide. We offer our clients a wide range of end-to-end development solutions that span ERP Solutions, Mobile Application Development, Web development, Client – Server application, Custom application development, Desktop application development and various enterprise applications.

We would like to share with you company practices and policies, to familiarize you with our organization.

1. Emoluments & Perquisites

Your gross salary will be Rs.6,00,000/- (5.5L Fixed & 50K Variable) per annum. The salary structure is described in the Salary structure Sheet. Your salary is personal and confidential information. You should not discuss it with anyone except your manager.

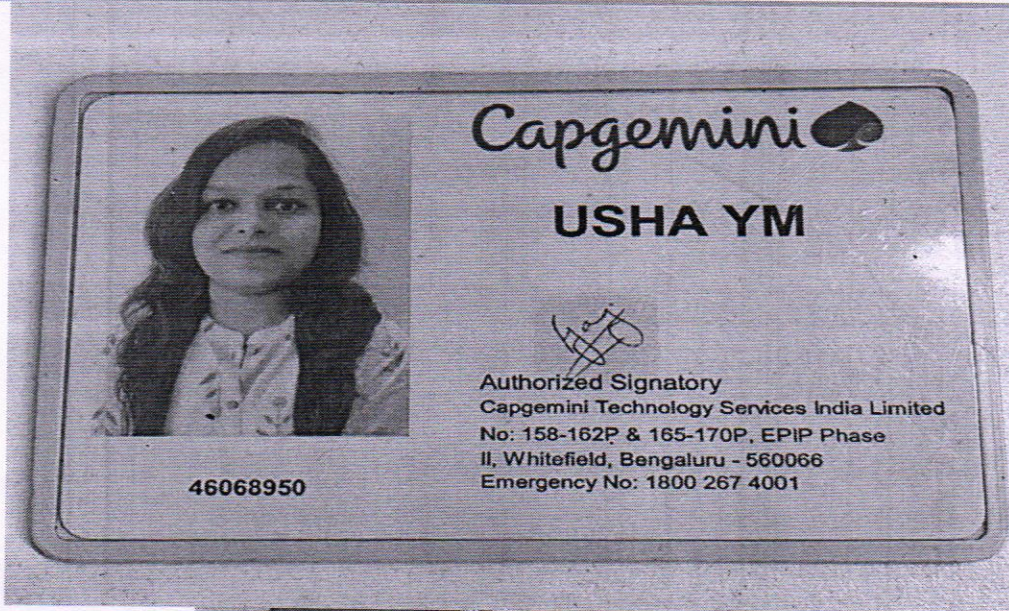
2. Scope of Employment

Under the terms of this Offer Letter, and without the need to terminate the employment relationship or to enter into a new agreement, the Company is permitted to assign you additional tasks, to modify or remove your assigned duties, or to change the place of your employment to any of the Group Companies or Joint ventures without additional compensation to you. You will be under probation of 3 months and will be made a permanent employee of iTree post 3 months review & during which company holds all the rights to terminate your employments on the basis of performance and behaviour. As agreed verbally over call, you commit to stay with the company for the tenure of more than 2.5 years.

3. Salary Review

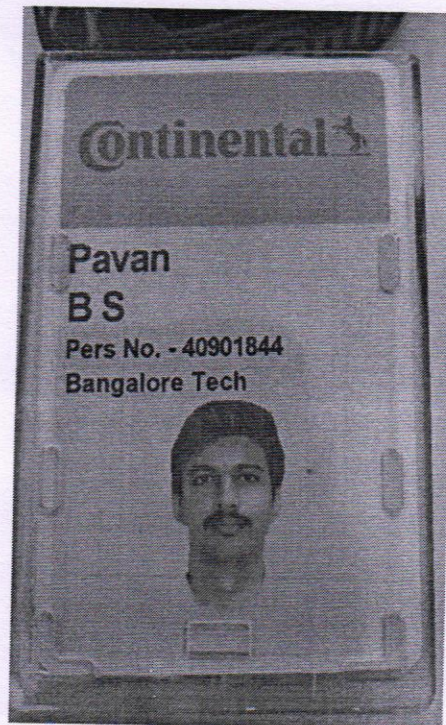
Your salary review will be 12 months once and subsequent confirmation will be based on performance review. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

Nandhu Srinivasan



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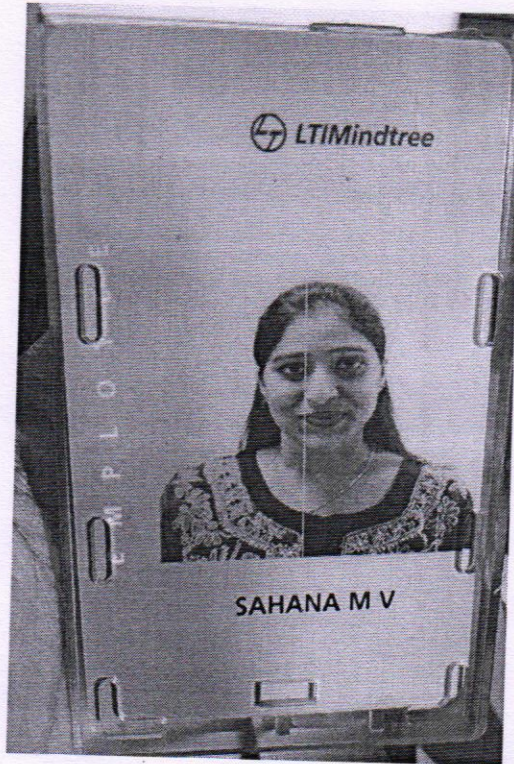
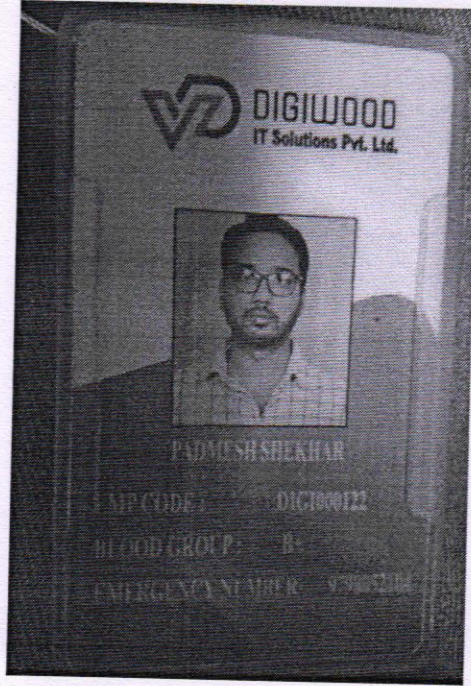
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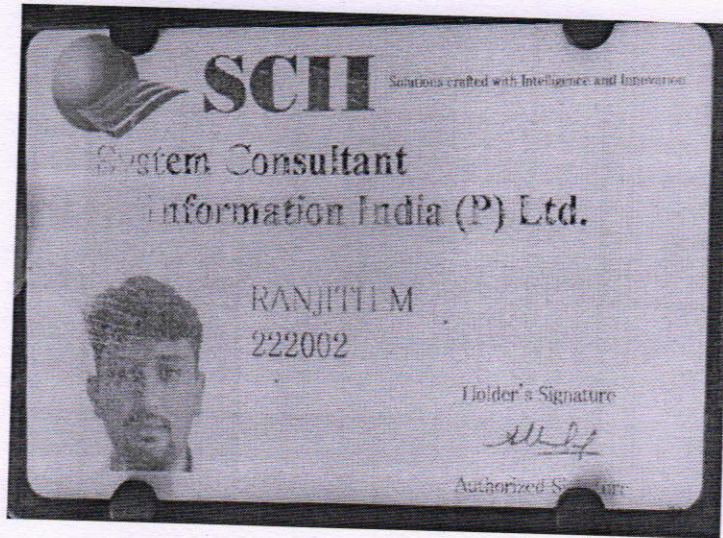
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Ranjith M. 222002

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Manjunath
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eClinicalWorks



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ECWBLR02530

Shankar G K
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VoLTE 4G 22

Start at IBM Welcome

Session Day 2 Invitation - Mandatory-02:00PM-03:30PM

Inbox



Akshaya Bhaskar 6/22/2021

to Akshaya

Hello!

We are so glad to onboard you. We want to invite you for the Start at IBM Welcome Session.

Session Date & Time: 23 June 21 ,02:00PM-03:30PM (Please ensure to join 5 minutes before the session could start to set up your tool)

Facilitator : Akshaya Bhaskar (akshayapoojary@in.ibm.com)
Slack ID: @akshaya bhaskar

WebEx Training

WebEx Training Link: <https://ibm.webex.com/ibm/k2/j.php?MTID=t5041d59431c3ceecffe2a49ae4f43c76>

Session password: Hellojoiner (43556564 from phones)

Session number: 145 795 2732

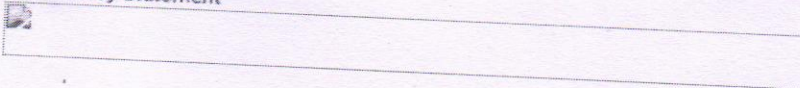
To join the training session:

1. Go to <https://ibm.webex.com/ibm/k2/j.php?MTID=t5041d59431c3ceecffe2a49ae4f43c76>
2. Enter your name and email address.
3. Enter the session password: Hellojoiner (43556564 from phones)
4. Click "Join Now".

Complete the **Start at IBM: Self-Paced Learning Module** to enable yourself on all important resources you should know as a new IBMer.

Learning Module Link: ibm.biz/SelfPacedLearning (can be opened once you have vpn on personal device)

Akshaya
Onboarding Success Partner
Slack Handle: @Akshaya Bhaskar
Pronouns: she/her/hers
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Congratulations and Welcome to IBM!

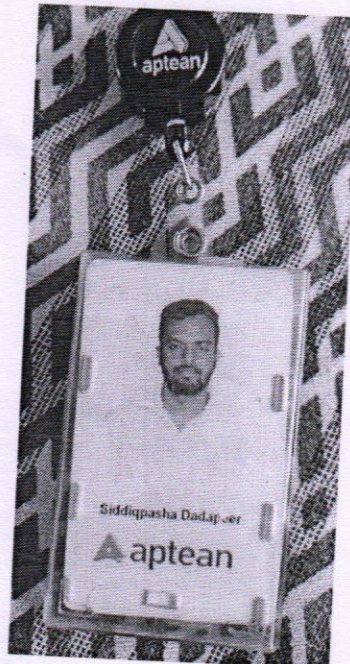
For your next steps..

1. Download the **India New Hire Checklist** attached in this email to complete your **mandatory activities** like Payroll, Medical Insurance, etc. within the specified timelines.
2. Complete the **Start at IBM: Self-Paced Learning Module** to enable yourself on all important resources you should know as a new IBMer.
Learning Module Link: ibm.biz/SelfPacedLearning

Need more help? Check out these links for support.

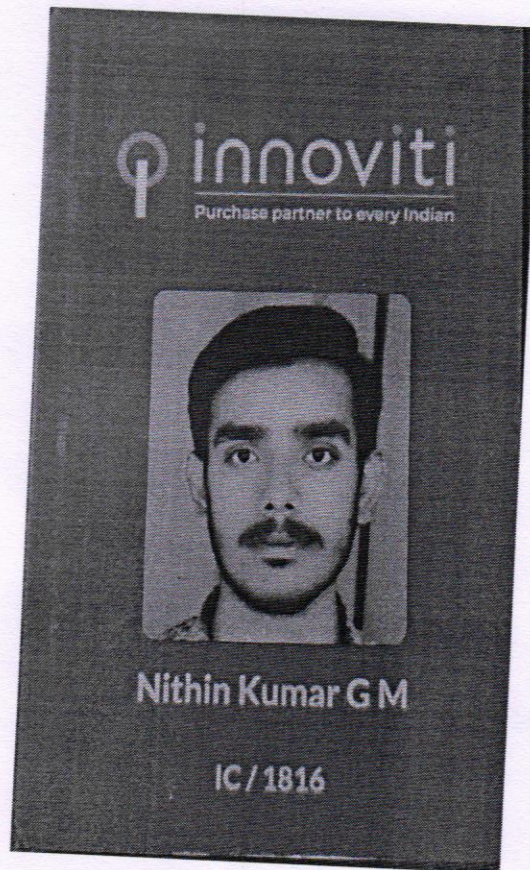
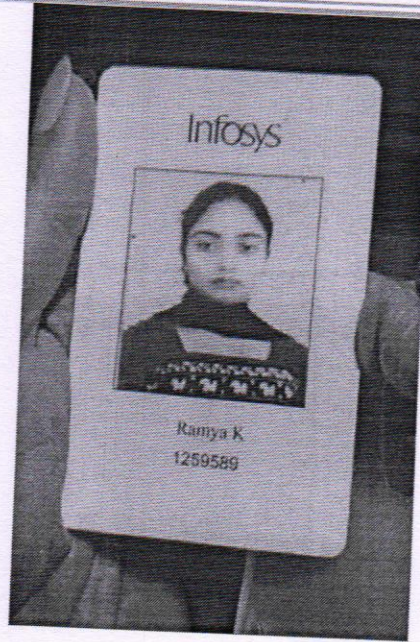
1. Trouble accessing the attached
2. List through this email?

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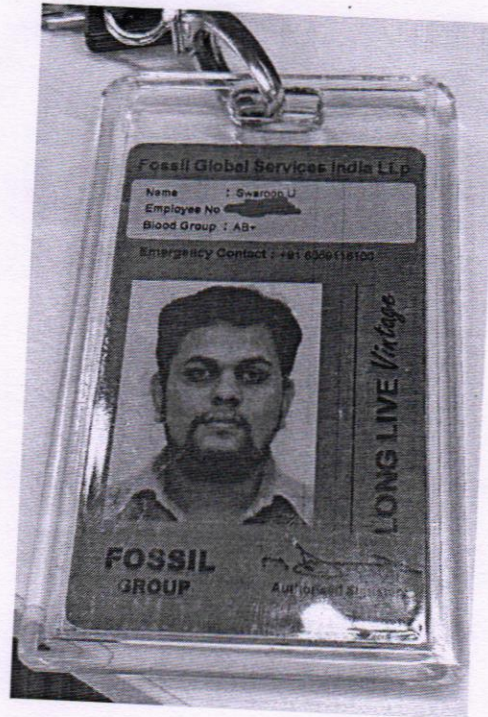
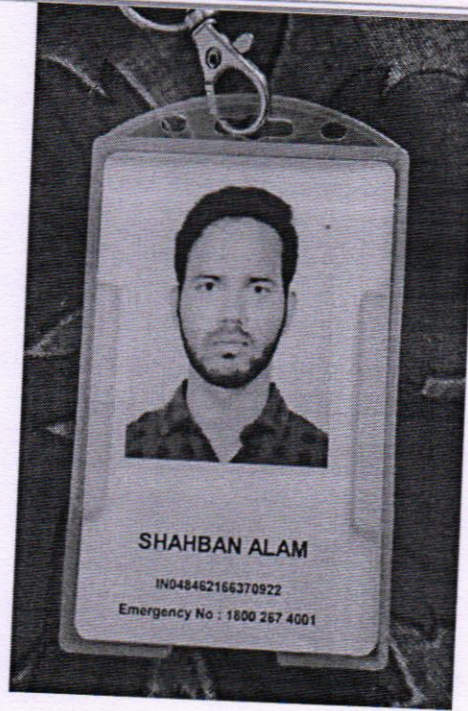


Siddiqpasha Dadap

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