

Name: Nali Shiva Shankar

Sub: Offer Of Intent

Dear Nali Shiva Shankar

Greeting from L&T Technology Services Ltd.!

We are pleased to make you this offer of intent for the position of **Associate Engineer (LTTS - 2)**. We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Offer of Intent and subject to you meeting all the applicable requirements under this Offer of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms and conditions. Please note this Offer of Intent is not an offer or offer of employment or a legally binding contract of employment.

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

This Offer of Intent is valid subject to you

- a. Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- b. Having secured 60% aggregate in Engineering Graduation
- c. Passing the final year examination of Graduation in the first attempt.
- d. No drop in any semester/ year throughout the course
- e. Completing the mandatory pre-onboarding training at the prescribed level of competence
- f. Submitting a Service Agreement, agreeing to serve the company for a period of 2 years from the date of commencement of training.
- g. Found medically fit by the Company authorized doctors.
- h. The company reserves the right to verify your documents and background through the internal or external agencies. These may include your current/pervious employment history, education/professional credentials and other background checks. If any discrepancy with regard to documentation is discovered after you have joined the company, you are liable to be terminated, apart from legal action initiated against you.
- i. Submitting all necessary documents at the time of joining
- j. Completing the post-onboarding classroom/ on the job training to prescribed threshold levels

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Offer of Intent without any notice.

This Offer of Intent is also contingent upon us working together to determine an appropriate start date for your employment.

Post onboarding you will further undergo, mandatory additional class room and on the job trainings during your first year at LTTS. The date of commencement of training and venue for reporting will be intimated to you at a later date. You will be continuously assessed during your 1 year training period and If you do not complete the class room / on the job training to prescribed threshold levels, then you may be released from the company services, as per company policy.

During the period of training, your stipend will be INR 4,00,020/- per annum

On successful completion of training, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.

Ref.:LTTS/HR/ET/2021/303615

If the above-stated terms are acceptable to you, kindly digitally sign and email the signed copy of this letter within ten days from the date of issue. If we do not receive your acceptance within the stipulated time frame, we will consider that you have rejected this Offer of Intent..

Congratulations on your selection to be part of L&T Technology Services Ltd.!!!

We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Yours truly,

For L&T Technology Services Limited



Krishna kumar Nair
Head – Talent Acquisition

Acceptance by applicant below

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I have read this Offer of Intent and accept the same

Name : Nali Shiva Shankar

College :

Signature :

Date : 16/04/2021

Salary Card
Name : Nali Shiva Shankar

Designation : Associate Engineer (Trainee)

Grade : LTTS-2

Salary Components	MONTHLY	ANNUAL
	(INR)	(INR)
Basic Salary	15,500	1,86,000
Flexible Benefit Plan (FBP)	14,975	1,79,700
Allowances & Reimbursements under FBP - House Rent Allowance - Meal Card - Education Allowance - Mobile Expense Reimbursement - Leave Travel Assistance (LTA) - FBP Balance	Eligibility under each of these components is mentioned in the attached FBP	
GROSS MONTHLY==>	30,475	3,65,700
Provident Fund (@ 12% of basic salary)	1,860	22,320
TOTAL FIXED COMPENSATION==>		3,88,020
Bonus	1000	12,000
TOTAL COMPENSATION==>		4,00,020