



*Kyndryl Solutions Private Limited
(formerly known as Grand Ocean Managed Infrastructure Services
Private Limited)
CIN: U72900KA2021PTC142940
2nd to 4th Floors, Block D,
Embassy Golf Links Business Park,
Off Intermediate Ring Road, Domlur
Bengaluru- 560071, India*

Dear Ashika Saldana,

Hope you are well.

It is with great pleasure we are writing to you to confirm your offer with Kyndryl. We welcome you to join Kyndryl - the world's leading global managed infrastructure services organization - committed to powering human progress.

People are at the core of everything we do. The word Kyndryl is derived from kinship referencing our belief on how we build and nurture trusted relationships with our people and customers every day. And we have built long-lasting relationships with the leading Fortune 500 global customers across industries - for whom we design, build, manage, and run strong, secure, resilient and adaptive digital infrastructure capabilities. Combine this focus with the diversified skill sets of our workforce; the breadth and expertise of our technology portfolio, solutions, and services; and the scale at which we operate - we are committed to advancing growth, innovation, and impact in the world, for the world.

We are excited to have you join a team that embodies unbridled energy and creativity in all that they do for our clients. Your unique skill sets and your position will offer you an incredible opportunity to contribute, learn, and thrive on outcomes you aspire for yourself, the business, and clients.

The work we do is very important. And we do it on the grounds of transparency, trust, inclusion, integrity, and responsibility. We foster a culture that encourages open attitude, positive spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step.

As Kyndryl becomes an independent organization, we are confident that you will cherish your experience of being instrumental in paving the way for organization's future growth and success.

We wish you an enriching and a great career at Kyndryl.

Thank you

Principal

A.J. Institute of Engineering & Technology
Mangaluru - 575 006



September 19, 2022

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Bengaluru- 560071, India
<https://www.kyndryl.com/kyndryl>

Dear Ashika Saldana,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with Kyndryl Solutions Private Limited. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

You may have an opportunity to undergo an Kyndryl Orientation Program specially designed for all college campus hires which will be conducted at your college or external premises. This training is to enable you to acclimatize to the industry and refresh your technical skills. These are voluntary programs, and you may also opt to ensure that your technical skills are up to date, on your own initiative. Should you choose to undergo this program, a separate communication with terms and conditions may be issued to you in this respect.

You may be required to clear additional assessments to the satisfaction of Kyndryl, before a formal offer of employment is issued.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & prescreening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment. The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, Kyndryl reserves the right to revoke this Expression of Interest without notice. Kyndryl's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and Kyndryl. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal fixed term employment relationship between you and Kyndryl upon the successful completion of all pre-recruitment procedures.

Signed By: Kyndryl Authorized Signatory

Principal

A.J. Institute of Engineering & Technology
Mangaluru - 575 006

MISPL/HR/2022/404

October 28, 2022

Employment Offer Letter
(CONFIDENTIAL)

Dear Ashika Ruth Saldana,

We are pleased to offer you the position of **Quality Assurance Engineer** with Mangalore Infotech Solutions Private Limited (the "Company") subject to your fulfilling the below mentioned terms and conditions (the "Offer"), referred to as the "Agreement".

This Offer is valid for five business days from the date of its issue. Your employment with the Company will be subject to your acceptance of the Offer within the aforesaid time period.

Special Clause

The first six months of your employment have an embedded internship, during which you will be entitled to a monthly stipend of **INR 12,000** excluding statutory considerations such as Provident Fund & Gratuity. Your confirmation with the Company as **Quality Assurance Engineer** will be subject to the successful completion of the aforesaid internship period.

1. Commencement Date

Your employment as an intern with the Company will commence on February 1, 2023 which could be subject to change.

2. Appointment Letter

You will be issued a letter of appointment on the date of your joining the Company after completion of the required joining formalities as per the Company's policy.

3. Compensation

You will be entitled to an Annual Compensation (CTC) of **INR 400,000** on successful completion of your internship period. Please refer to the Compensation Breakup Sheet in **Annexure I** for the required details. Your Compensation will be subject to tax deductions and other contributions as applicable under Income Tax regulations prevailing from time to time.


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by the Company to your last known address shall be deemed to be duly served notwithstanding the fact that you may have changed your address.

15. Background Verification

Your employment will be subject to background verification to be conducted by a specially appointed agency. In case, the background check reveals any kind of discrepancy in the information provided at your end, you will be liable to disciplinary action including termination of your service without notice.

16. Compliance to All Clauses

You are required to adhere to all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the above mentioned terms and conditions will result in the withdrawal of this offer letter anytime by the organization at its sole discretion.

For Mangalore Infotech Solutions Pvt. Ltd.

A handwritten signature in black ink, appearing to read 'K. Prashanth Shenoy Katpady'.

Prashanth Shenoy Katpady
Director

Acceptance of Offer

I hereby confirm that I have read and accepted the offer of employment and agree to abide by the terms and conditions set forth herein. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this Offer.

Name : Ashika Ruth Saldana

Signature :

Date :

A handwritten signature in green ink, appearing to be a checkmark or a stylized 'A' shape.

Principal
A.J. Institute of Engineering & Technology
Mangaluru - 575 006


MANGALOREINFOTECH

ANNEXURE I
Compensation Break Up Sheet
(Strictly Confidential)

MISPL/HR/2022/04

Name	Ashika Ruth Saldana
Notice Period Required	60 days
Contact Numbers	8867972331
CTC Period	TBD
Company	Mangalore Infotech Solutions Pvt. Ltd.
Designation	Quality Assurance Engineer
Grade	IIC

Components	Per Month (INR)	Annual (INR)
Basic	16,308	195,696
House Rent Allowance	6,523	78,276
Leave Travel Allowance	1,957	23,484
Special Allowance	3,596	43,152
GROSS EMOLUMENT	28,384	340,608

Other Benefits	Per Month (INR)	Annual (INR)
Employer Contribution to EPF	1,800	21,600
Annual Variable Pay		28,384
Gratuity		9,408
COST TO COMPANY (CTC)		400,000

Additional Benefits	Insured Amount (INR)
Group Medical Insurance (including Spouse)	100,000
Personal Accident Insurance	400,000

1. The appropriate tax would be deducted at the applicable tax rates, as amended from time to time.
2. The Company may change the above mentioned Compensation components based on Income Tax guidelines and Company policies at any time.
3. Annual Variable Pay will be paid in the month of the Annual Appraisal, based on performance.
4. Please note that your compensation is personal information and hence you are expected to maintain confidentiality of the same at all times.

For MANGALORE INFOTECH SOLUTIONS PVT. LTD.

K. Parthasarathy

Director

Principal

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Mangaluru - 575 006

