



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
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Superset ID: 418498

Letter of Intent ("LOI")

Dear Cheruku Akshaysai,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this Lol, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear



Date 16/01/2021

Dear Cheruku Akshaysai,

Apropos to your application for interning as “**Business Development Intern**” and subsequent to our discussions we are pleased to offer you internship as “**Business Development Intern**”. This is subject to no adverse findings arising from any of the intern background verification which is required to be carried out by the Organization. The date of your joining us is 20/01/2021 at the following terms of engagement as outlined below.

Internship Hours – The working hours of the firm are 11.00AM-8.30PM. We do not follow flexi hours, so it is mandatory to complete the working hours at office. You will be required to work on the weekends and the week offs will be provided during the weekday as agreed between the Intern and the Manager.

Absence from Internship– Stipend will not be paid for periods of unauthorized absence.

Location –Your place of internship will be the office of the Company at Bangalore or whatever other office or branch of the Company.

Work - You will perform all duties and obligations and comply with such orders as may be designated by the Company management which are reasonably consistent with your position as an intern.intern.You are eligible for conditional Pre-Placement offer conditional on your performance after six months with a salary upto INR 3,00,000 per annum.

Working in Shifts – You may be required to intern in shifts. This shall be informed to you by your manager/supervisor well in advance.

Code of Conduct – Your internship is governed by the Code of Conduct. A copy is attached. You are required to read, understand and follow it in letter and spirit.

Confidentiality - In the ordinary course of your internship you will be exposed to information about the business of the Company, its clients and customers, which is confidential or is commercially sensitive and which may not be readily available to competitors or the general public, and which if disclosed would be harmful for our reputation. All information is shared on a need to know basis. You shall not discuss or transmit by any means any confidential information outside the office environment.

Restriction After Termination of the internship - You are likely to obtain trade secrets and confidential information of the Company and personal knowledge of and influence over customers and employees of the Company during the course of the internship. To protect the interests of the Company you are bound by a 3-month non-solicitation clause wherein you will not entice or solicit or assist another intern of the firm.

Intellectual Property - You agree that during your internship the 'work of art', any patent application, design, copyright or other intellectual property shall be owned by the Company, except articles written with personal opinion. You agree that you will promptly inform the Company about any Intellectual Property you make or are involved in making.