



March 28, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme

Wipro Limited, Dodda Kannelli

Sarjapur Road, Bengaluru - 560 035.

Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Rahul A,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program **within 12 months** from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on



March 22, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear SAGAR CHAVAN,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

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With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

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We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For Wipro Limited,

A handwritten signature in black ink, appearing to read "Aparna Shailen", is written over a horizontal line.

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain M-Tech degree from one of the premier engineering Institution / University upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of Rs.12,00,000/- . You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of Rs.14, 00,000/- . This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of Rs.2,00,000/- per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/Scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (Rs. Per Month)
First year	15000	488	15,488/- (*)
Second year	17000	553	17,553/- (*)
Third year	19000	618	19,618/- (*)
Fourth year	23000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (at 0.75% of your Scholarship) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Your fourth-year scholarship will continue until completion of your M-Tech program. Your enrolment into the MTech academic program within 12 months from date of joining.

You shall be eligible to receive a onetime "joining bonus" of Rs.75,000 after you join Wipro along with your first month salary. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the employee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of Rs. 1,250/- will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

Scholarship Advance:

You can avail a scholarship advance in case of any personal financial emergency. Details of the policy can be viewed in the policy section on the WILP portal

5. Training Agreement:

- i. This letter of enrolment is subject to the execution of a training agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of Rs.75,000/-(Rupees Seventy five thousand only) will have to be paid by you as detailed in the Training Agreement.

6. PROJECT READINESS PROGRAM (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic study:

- i. You will be enrolled for M-Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.
- iv. You will not be able to change Specialization track after enrolment.
- v. Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work / dissertation in your final semester (8th semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.
- viii. Each course has multiple evaluation components. This includes an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.
- ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
- x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 9:00am to 6:00pm
- xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
- xii. WILP Scholar trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
- xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.
- xiv. Not attending classes for reasons like medical/on the job training /late coming/personal problems and other similar reasons would be treated as absenteeism.
- xv. Scholar trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
- xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments / quiz / examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
- xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure
- xviii. Any Scholar trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
- xix. The 8th semester of study is fully devoted for dissertation / project work
- xx. If a Scholar trainee's CGPA is less than 5.5, the Scholar trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar trainee with an E grade in any course will not be permitted to register for the Dissertation
- xxi. Project / Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
- xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
- xxiii. WILP Scholar trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.
- xxiv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time, strict action will be taken and the decision of the WILP Team / faculty /, University would be final and binding.
- xxv. Breach of integrity will be dealt with sternly. Such Scholar trainees will be asked to discontinue their studies and also expelled from WILP program.
- xxvi. On successful completion of the study, you will be eligible to receive the M-Tech degree from the collaborating University, in recognition of your successfully completing the course.
- xxvii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M-Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation / University norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to ensure yourself exclusively in the work assigned by Wipro and shall not take up any

academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro and shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of Head / Manager of WILP Academy

- ii. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon /withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
 - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head / Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head / Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.
- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated / modified on a periodic basis and new policies may be introduced and notified to Scholar trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP / Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

- i. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

- i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled, without any notice or payment of scholarship in lieu of notice not withstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by you even after cancellation of your enrolment for whatever reasons as the case may be.
- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have wilfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one month's (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

- i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.
- ii. Normally, your "Project work" would be from 8:30am to 6:00pm from Monday to Friday. There shall be a 45 minutes lunch interval.
- iii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.
- iv. The full day lecture sessions will be held at any of Wipro's other establishments/outsource venue. You may also be called upon to attend academic study as and when required on holidays, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- v. The university will plan contact classes in multiple format to suit the project work situations and university guidelines such as contact classes in ILT (instructor Led training) and / or VILT (virtual Instructor Led Training and Self-Directed / Recorded lecture sessions).

16. General:

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

- i. On Completion of the academic program or cancellation of your enrolment, as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/ the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.
- iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar trainee on successful and satisfactory completion of the academic study.

18. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,

For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I SAGAR CHAVAN, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

- a. validating my application form and retaining records on the same for any future reference/verification;
- b. processing my application form including background verification checks;
- c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro groom's campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioral skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

"EMERGE" a behavioral skills building training program ensures that the fresh Trainee start feeling at ease in the "corporate world". This activity based behavioral intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is "Project Based Learning" (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

POST CONVERSION DETAILS

Post successful completion of your course and conversion to full time employment, you will be part of the Campus Program which has a special bonus and aided career path. Please find below the compensation and bonus plan as part of the program which will be effective from your joining date with Wipro as a full time employee.

Your compensation post successful completion of your course and joining as a full time employee will be Rs.6,00,000 per annum. In addition to the mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of Year 1	1,00,000 – 1,50,000
End of Year 2	1,00,000 – 1,50,000
End of Year 3	1,00,000 – 1,50,000

Please note the terms and conditions:

1. The special bonus is subject to

- you being "active" in the services of the company through to retention date as applicable

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- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

Application FAQs (<http://icims.help>)

Software Powered by iCIMS

www.icims.com ([http://www.icims.com/platform_help?](http://www.icims.com/platform_help?utm_source=platform&utm_medium=link&utm_content=page1&utm_campaign=platform%20help)

[utm_source=platform&utm_medium=link&utm_content=page1&utm_campaign=platform%20help](http://www.icims.com/platform_help?utm_source=platform&utm_medium=link&utm_content=page1&utm_campaign=platform%20help))

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**Government of Karnataka
Police Department**

No. 16/RECT-2/2021-22

Office of the
Director General of Police,
Recruitment, Carlton House,
Palace Road, Bengaluru,
Date: 02.07.2022.

Sub: Recruitment of Scene of Crime Officer (SOCO) (Men & Women)
(NKK & KK) in Forensic Science Laboratory and Regional Forensic
Science Laboratories-2021.

Ref: Notification No: 16/RECT-2/2021-22, Dated: 18.12.2021.

PROVISIONAL SELECT LIST

In pursuance to the Notification dated: 18.12.2021 cited at reference, the recruitment process to fill up 206 posts of Scene of Crime Officer (SOCO) (Men & Women) (NKK & KK) in Forensic Science Laboratory and Regional Forensic Science Laboratories was initiated by adhering all the procedures laid down in the Cadre and Recruitment Rules. As per the recruitment notification applications from the eligible candidates were invited through online from 17.12.2021 to 15.01.2022.

2. Whereas, as per the procedures laid down in "the Karnataka State (Forensic Science Laboratory Services) (Recruitment) Rules 2017 & (Amendment) Rules 2021" after completing the above said process, provisional select list in the order of merit of candidates equal to the number of vacancies notified should be published. Accordingly, the provisional select list is prepared and is as follows:

- a) This list is subject to the verification of relevant documents like proof of Age, Educational Qualification, Selection Category / Group, Community/Caste, Rural Certificate, Eligibility Certificate, Experience Certificate, Physically Disabled Certificate, Equivalent Qualification etc. issued by the Competent Authorities and verification of Character & Antecedents of the candidates.
- b) The fact that the name of the candidates figures in this list does not give them any legal right for appointment to the post which will be dependent on the aforesaid Rules and conditions.

c) This select list is subject to the final decision of the Hon'ble Karnataka State Administrative Tribunal / Hon'ble High Court of Karnataka / Hon'ble Supreme Court of India.

A. PROVISIONAL SELECT LIST FOR THE POST OF SCENE OF CRIME OFFICER (SOCO) (MEN & WOMEN) (NKK)							
S.N.	App. No.	Roll No.	Name	P1 Marks	P2 Marks	Total Marks	Selected Category
1	7703226	3400184	MONISHA S	53	57	110	GM_WOMEN
2	7701919	3400835	DURVE RAVI PUNDALIK	60	45	105	GM_KAN
3	7702264	3400124	MEGHANA S GAITONDE	53	50	103	GM_WOMEN
4	7702348	3400695	RAMESH RAO B	60	43	103	GM_RUR
5	7704556	3400315	RASHMI RV	48	55	103	GM_WOMEN
6	7701749	3400979	A V SURABHI	50	50	100	GM_WOMEN
7	7704565	3400842	ABHISHEK RAMAPPA DHARMATTI	62	38	100	GM_RUR
8	7704884	3400805	SACHIN SHIVAPPA ARATAL	57	41	98	GM_OTH
9	7700739	3400774	RAKSHAN KAMATH	51	47	98	GM_OTH
10	7703167	3400020	SAMEERA SIMHA M G	51	47	98	GM_OTH
11	7704579	3400366	C R RAMYASHRI	48	49	97	GM_WOMEN
12	7703976	3400011	SUMA SOWDI	50	46	96	GM_WOMEN
13	7700017	3400430	ARADHYA D	52	44	96	GM_OTH
14	7703191	3400574	SUBHASH B S	50	46	96	GM_OTH
15	7700607	3400299	BHUVANESH H M	61	35	96	GM_OTH
16	7701069	3400596	PATIL SANJUGUDA	48	47	95	GM_OTH
17	7702552	3401075	S LEKHASHRI	45	50	95	GM_WOMEN
18	7702974	3400988	BHARATH KUMAR S	54	41	95	GM_OTH
19	7703371	3400624	ANUSHREE M	48	46	94	GM_WOMEN
20	7704353	3400168	SIMRAN BABAMOULANA NADAF	58	36	94	GM_WOMEN
21	7701430	3400571	GURURAJ CHIKKAMATH	62	32	94	GM_KAN
22	7704547	3400100	BINDIYA T	52	42	94	GM_WOMEN
23	7703701	3400443	MANJULA S	56	38	94	GM_WOMEN
24	7703059	3400115	VITTHAL ARAKERI	56	38	94	GM_KAN
25	7702817	3401031	PRADEEP KUMAR ADEPU	47	46	93	GM_OTH
26	7702766	3400897	DEVANGA THARUN TEJA	56	37	93	GM_OTH
27	7702548	3400435	ABHISHEK S H	48	45	93	GM_OTH
28	7702786	3400878	PRAMOD B ELIGAR	58	35	93	GM_KAN
29	7702699	3400907	VEERABHADRAYYA MATHAPATI	61	31	92	GM_OTH



30	7701810	3400804	SHIVARAJ MUDASHI	54	38	92	GM_OTH
31	7700518	3400798	CHETAN MANI	54	37	91	GM_OTH
32	7703753	3400010	JAYASHREE C PATEL	45	46	91	GM_WOMEN
33	7700439	3400358	SANTOSH B	51	40	91	GM_OTH
34	7700307	3400396	SHARAN R	46	45	91	GM_OTH
35	7704474	3400175	MRUDULA T R	46	45	91	GM_WOMEN
36	7702377	3400820	DARSHAN BASAVARAJA HORAKERI	48	42	90	GM_RUR
37	7703003	3400238	ASHWATHI VIJAYAN	41	48	89	GM_WOMEN
38	7703256	3400755	KRISHNA S HANASI	53	36	89	GM_RUR
39	7701816	3400547	SHRIDHAR MAGADUM	53	36	89	GM_RUR
40	7703275	3400199	BHARGAV K N	49	40	89	GM_OTH
41	7703410	3400814	SHWETHA HARISH P	45	43	88	GM_WOMEN
42	7702353	3400320	VAISHNAVI C R	42	46	88	GM_WOMEN
43	7701392	3400680	NETRAVATI GANAMUKHI	50	37	87	GM_WOMEN
44	7704458	3400108	MANASWINI NK	45	42	87	GM_WOMEN
45	7702926	3400340	HARISHA S MUNIYANNANAVARA	59	28	87	GM_RUR
46	7704161	3400655	GODAVARTHI SAI UHASINI	38	49	87	GM_WOMEN
47	7703873	3400129	LAKSHMISAGAR C	47	40	87	GM_OTH_CF_Transgender
48	7702509	3400373	NIHARIKA BHAT T N	41	46	87	GM_WOMEN
49	7703562	3400292	ARUNKUMAR KAMATE	48	39	87	GM_RUR
50	7704772	3400982	VINDHYA MADIVAL	48	38	86	GM_WOMEN
51	7704654	3400730	NITHIYAN S	43	43	86	GM_OTH_CF_ExS
52	7701083	3400173	MANJUNATH MARADI	48	38	86	GM_OTH_CF_ExS
53	7705197	3400282	JERRY RAMANJANA REDDY GARI VANI	48	38	86	GM_WOMEN
54	7705200	3400488	PAVAN BANE	60	26	86	GM_RUR
55	7703940	3400722	VISHAL B S	42	43	85	GM_OTH_CF_ExS
56	7703425	3400645	NISSAR AHAMED	50	34	84	GM_OTH_CF_ExS
57	7703923	3400257	LYNIA JONNALGADDA	44	40	84	GM_WOMEN
58	7705225	3400298	SREEYUKTHA S	38	46	84	GM_WOMEN
59	7701853	3400217	BHIMAMIAH A K	37	46	83	GM_OTH_CF_ExS
60	7703717	3400147	GANGAPPA KURI	58	25	83	GM_RUR
61	7702071	3400258	SHRUTI BEESANAKOPP	37	46	83	GM_WOMEN
62	7702056	3400891	RAMYA B E	42	41	83	GM_WOMEN
63	7700447	3400135	SANNIDHI RAO C S	42	39	81	GM_OTH_CF_ExS
64	7704327	3401035	PRAKASH HOSAMANI	54	27	81	GM_OTH_CF_ExS
65	7704042	3401055	VITTHAL BANNUR	48	33	81	GM_RUR



66	7704618	3400726	SADASHIVAPPA SIDDAPPA KITTUR	52	29	81	GM_RUR
67	7704082	3400272	MANASA A	46	35	81	GM_WOMEN
68	7701766	3400024	SANGEETHA SATHYAN	40	41	81	GM_OTH_CF_ExS
69	7703711	3400986	SAKSHI HEMANT	34	47	81	GM_OTH_CF_Physically Disabled
70	7701707	3400215	SATISH OLEKAR	46	34	80	GM_OTH_CF_Physically Disabled
71	7703972	3400234	ABHISHEK H S	45	35	80	GM_OTH_CF_Physically Disabled
72	7701594	3400914	MARUTI ANANDAPPA CHALAGERI	52	28	80	GM_RUR
73	7703614	3400044	PRADEEP HV	43	37	80	3B_OTH
74	7704907	3400647	SREEKANTH S	42	37	79	GM_RUR
75	7703353	3400453	HARISH C YADRAVI	43	36	79	SC_OTH
76	7704595	3400137	YUGASHREE R	42	37	79	3A_WOMEN
77	7704673	3400226	NAYANA S	39	40	79	2B_WOMEN
78	7704528	3400967	RAKSHITHA H	38	41	79	2A_WOMEN
79	7703519	3400882	PRADEEP ALATAGI	48	31	79	2A_KAN
80	7703938	3400630	SAKALESHA	40	39	79	3B_OTH
81	7704592	3400152	RUDRESH H K	42	37	79	2A_OTH
82	7700873	3400369	POOJA SHREE S	34	45	79	ST_WOMEN
83	7703035	3400078	DAYANAND PUJERI	45	34	79	C1_OTH
84	7705224	3400983	MALIK KORABU	52	26	78	GM_RUR
85	7703988	3400612	ADARSH S	39	39	78	3A_OTH
86	7703523	3400407	VEEJAYASHREE RATHOD V	41	37	78	SC_WOMEN
87	7704062	3400487	NIKITHA	43	35	78	GM_RUR
88	7701024	3400207	SHRINIVASA S U	47	31	78	GM_RUR
89	7702788	3400602	DURGA VAISHNAVI R	41	37	78	3A_WOMEN
90	7701093	3400989	RANJITH M R	37	41	78	3A_OTH
91	7704235	3400812	MANU R	37	40	77	SC_OTH
92	7704856	3400491	MANJUNATH C GOUDNAYKAR	49	28	77	SC_KAN
93	7702310	3400934	SAGAR GANGAPPA SANTIVOOR	41	36	77	2A_OTH
94	7703731	3401039	ANAND SANAMANI	50	27	77	GM_RUR
95	7704440	3400384	KEERTHI SHRIPAD HEGDE	41	36	77	GM_RUR
96	7702753	3400448	VIRESH BADIGER	52	25	77	GM_RUR
97	7704561	3400503	APOORVA G N	36	41	77	3A_OTH_CF_Physically Disabled

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98	7702130	3400890	BHIMAPPA SADAPPA KOLYAR	49	28	77	GM_RUR
			RUDRAPPA				
99	7701673	3400521	SHIVANAND AMATENNAVAR	46	31	77	SC_OTH
100	7703664	3400351	GURAPPAYYA S HIREMATH	43	34	77	3B_OTH_CF_Physically Disabled
101	7700808	3400519	POOJA P	38	38	76	SC_WOMEN
102	7702280	3400806	RAJU B M	46	30	76	GM_RUR
103	7703598	3400874	RAHUL P	43	33	76	2A_OTH
104	7700685	3400009	MOHAMMADKHALEEL M MULLANAVAR	47	29	76	2B_OTH
105	7704626	3400483	VIJAYKUMAR H	52	23	75	SC_OTH
106	7703903	3400356	PRAKASH SASALATTI	48	27	75	C1_OTH
107	7704035	3400634	BHOGESH H GANGAKHEDKAR	38	37	75	GM_PDP
108	7703494	3400797	A ARCHANA	39	36	75	2A_WOMEN
109	7702417	3400186	MANJUNATH HONNAPPA NAIK	45	30	75	GM_RUR
110	7704531	3400504	SYED SAHIL RAZA	33	42	75	2B_OTH
111	7705287	3400892	SHILPA SHREE	41	33	74	3B_WOMEN
112	7704972	3400657	PREMAKUMARA K C	49	25	74	GM_RUR
113	7702767	3400452	NAGARAJ ROTTIGAWAD	46	28	74	ST_RUR
114	7704653	3400858	CHAITRA GOVANKOP	47	27	74	3B_WOMEN
115	7703197	3400978	VARSHITH H R	39	35	74	C1_OTH_CF_Physically Disabled
116	7700123	3400334	KAVYASHREE A	35	39	74	2A_WOMEN
117	7704300	3400438	PANCHAMI K SIRASALMUTT	35	39	74	SC_WOMEN
118	7704358	3400480	VINAY R	40	34	74	2A_OTH
119	7705041	3400507	BASAVARAJ	38	35	73	2A_OTH
120	7702440	3400138	SIDDARAJU M	42	31	73	SC_RUR
121	7701663	3400021	VINAYAKA HIREMATHA	50	23	73	3B_RUR
122	7704442	3400537	CHANDAN K P	40	33	73	2A_RUR
123	7704648	3400350	DEEPA HAMPANNANAVAR	41	32	73	3B_WOMEN
124	7705239	3400249	PRASHANTHI POOJARI	36	37	73	2A_WOMEN
125	7702573	3400470	VINITHA	35	38	73	2A_WOMEN
126	7701858	3400590	SIDRAMESHA	42	31	73	2A_OTH_CF_Transgender
127	7703609	3400648	SANDEEP M	37	36	73	SC_OTH
128	7702271	3400831	ARPITHA	33	40	73	2A_WOMEN
129	7702727	3400165	POOJITHA S	38	34	72	2A_WOMEN
130	7703262	3400822	NIHAL G	40	32	72	2A_OTH_CF_PDP



131	7702637	3401040	SHRINIVAS G NAYAK	39	33	72	2A_OTH_CF_ExS
132	7704965	3400625	REVANASIDDAYYA STHAVARAMATH	51	21	72	3B_RUR
133	7703928	3400668	HARISHITHA. R	35	37	72	SC_WOMEN
134	7702947	3400526	ANANDA KUMAR V	38	33	71	SC_OTH_CF_Transgender
135	7703575	3401006	SHIVANAND GANIGER I	47	24	71	2A_OTH_CF_ExS
136	7702467	3400259	RAVIKUMAR S	51	20	71	ST_OTH
137	7703582	3400077	ANIL CHANAVEERAPPA MAREKKANAVAR	46	25	71	ST_OTH_CF_Physically Disabled
138	7703085	3400603	T JAYARAJ	36	35	71	2A_OTH_CF_Physically Disabled
139	7703449	3400144	POOJA B	27	44	71	CI_WOMEN
140	7702371	3400300	AMAN M	36	35	71	2A_OTH_CF_Physically Disabled
141	7702985	3400449	KAVYA HUNASIMARAD M	41	30	71	ST_WOMEN
142	7703096	3400838	SANTOSHKUMAR HOSAPETI	38	32	70	SC_OTH_CF_ExS
143	7703810	3401098	AJIT BELLUBBI	46	24	70	GM_PDP
144	7703611	3401074	VINAYAKA SANGAPPA MUDAGALLA	47	23	70	GM_PDP
145	7703136	3400285	RAMZANKHAN PATHAN	40	30	70	2B_OTH_CF_Physically Disabled
146	7702308	3400581	SHARANAPPA PUJAR	38	32	70	ST_RUR
147	7702493	3401032	BHANUPRAKASH	34	35	69	3A_RUR
148	7700280	3400895	RAMESHA KOTRAMANI	39	30	69	2A_RUR
149	7704360	3400780	LAVANYA PS	30	39	69	2A_WOMEN
150	7703910	3401083	YOGESH NP	39	30	69	SC_RUR
151	7705098	3400718	JYOTI SOOLAKATTI	42	27	69	2A_RUR
152	7702256	3400552	KIRANKUMAR S ITAGI	43	26	69	SC_RUR
153	7702070	3400734	SUJATA SIDRAM HALANE	40	29	69	2A_RUR
154	7700616	3400595	DEVARAJA D	41	28	69	SC_RUR
155	7703686	3401036	RAGHUNATHA R H	42	26	68	SC_RUR
156	7703761	3400029	RAJESH C	36	31	67	SC_OTH_CF_ExS
157	7701666	3400033	ANJUM M MAKANDAR	42	25	67	CI_WOMEN
158	7704826	3400097	DURAGAPPA HARIJAN	41	26	67	SC_RUR
159	7702025	3400014	RAMESH CHANNADASAR	42	25	67	SC_OTH_CF_Physically Disabled



160	7701345	3400428	MAHESHA G	38	29	67	SC_OTH_CF_Physically Disabled
161	7701671	3400864	SHANKAR IRESHANAVAR	41	26	67	GM_PDP
162	7703550	3400326	JAVERIA FARNAAZ N A	36	30	66	2B_WOMEN
163	7704361	3400190	ABHILASH A M	47	19	66	SC_RUR
164	7702849	3400698	BHEEMARAY KOLAKAR	42	24	66	C1_RUR
165	7701692	3400694	KAVYASHREE N J	34	32	66	2A_RUR
166	7702823	3400417	ADVIKA	35	31	66	SC_WOMEN
167	7700595	3400636	SACHEEN WALIKAR	37	27	64	2A_RUR
168	7704277	3400927	GIRISH AVARADI	42	22	64	2A_RUR
169	7702446	3400869	KALANDARSAB DASTAGIRSAB ARDAVOOR	30	33	63	2B_RUR
170	7704152	3400027	ARUNKUMAR S NAGATHAN	38	25	63	C1_RUR
171	7703751	3400717	IMAMKASIM JALAGAR	33	28	61	2B_RUR
172	7704601	3400391	SRINIVASA	29	30	59	GM_Physically Disabled
173	7701219	3400071	SURAJ LAMANI	31	26	57	SC_PDP
174	7700065	3400268	POOJA HONAKERI	30	26	56	SC_WOMEN
175	7704040	3400628	SAHANA C V	30	26	56	3A_RUR
176	7703446	3400875	PALLAVI S	28	27	55	SC_WOMEN
177	7703811	3400179	HARSHITHA S	29	24	53	SC_WOMEN
178	7700431	3400181	SHABBIR WALIKAR	20	21	41	GM_Physically Disabled

B. PROVISIONAL SELECT LIST FOR THE POST OF SCENE OF CRIME OFFICER (SOCO) (MEN & WOMEN) (KK)							
S.N.	App. No.	Roll No.	Name	P1 Marks	P2 Marks	Total Marks	Selected Category
1	7702503	3400777	RENUKAPPA	59	34	93	GM_KAN
2	7704702	3400133	ARVIND T	47	44	91	GM_OTH
3	7702441	3400704	LINGARAJU	52	34	86	GM_OTH
4	7700741	3400277	KAJJENARA ANJINAPPA	52	34	86	GM_RUR
5	7703268	3400569	MAHESH	50	35	85	GM_RUR
6	7704680	3400063	DIVYA YADAHALLI	44	40	84	GM_WOMEN
7	7700077	3400493	MOHITH KUMAR K	51	33	84	GM_OTH
8	7702781	3400528	HALAPPA DAMBAL	52	29	81	GM_OTH_CF_ExS
9	7703050	3400046	BASAVARAJ K KANAKAGIRI	45	35	80	GM_RUR
10	7702074	3400517	CHANDRASHEKHAR	48	31	79	2A_OTH
11	7703467	3400087	SANGAMESHA	48	31	79	GM_RUR

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12	7701802	3400901	RAFEEQ	48	31	79	2B_OTH
13	7704371	3400393	MANJUNATH	52	26	78	2A_RUR
14	7704337	3400945	KUNTEPPA	50	28	78	2A_OTH_CF_WOMEN
15	7703857	3400162	DEVARAJ	51	27	78	ST_OTH
16	7702846	3400306	CHANDANA KEDARNATHGOUDA JANEKUNTE	43	34	77	GM_WOMEN
17	7701586	3401009	SHARANABASAPPA	50	27	77	SC_OTH
18	7703342	3400227	SUSHMITA UDWAL	41	35	76	GM_WOMEN
19	7704849	3400609	ABHISHEK	43	33	76	3B_OTH
20	7704639	3400283	GANESHA	44	30	74	C1_OTH
21	7701427	3400444	DURAGANNA	51	23	74	2A_OTH_CF_Physically Disabled
22	7704670	3400072	SAMEENAKOUSAR BAGAWAN	40	32	72	GM_WOMEN
23	7704460	3400824	SURESHA	36	32	68	SC_RUR
24	7703433	3400001	RAJAKUMAR HUSENAPPA KATTIMANI	40	28	68	SC_OTH_CF_WOMEN
25	7703602	3400367	ARUN	46	21	67	SC_OTH_CF_Physically Disabled
26	7703979	3400833	SUKANYA MALAGITTI	32	29	61	SC_WOMEN
27	7703071	3400631	AISHWARYA	27	30	57	3A_OTH
28	7705204	3400656	CHAITRA NAYAKA	19	15	34	GM_Physically Disabled


(KAMAL PANT, IPS)

Director General of Police,
Recruitment and Chairman,
Scene of Crime Officer (SOCO)
(NKK & KK) Recruitment Committee,
Carlton House, Palace Road,
Bengaluru – 560001.

Copy to: Office file and notice board.

KARNATAKA EXAMINATIONS AUTHORITY

Recruitment for the post of Assistant Professors in Government First Grade Colleges, Karnataka

PROVISIONAL SELECTION LIST

30 JAN 2023

No. ED/KEA/ADMN/CR-19/2021-22

POST : Regular

Subject : GEL-Geology

Residual Parent Cadre- (NHK)

Sl No	Reg No	NAME	DOB	Reservations as Verified and Eligible	Score	Category Selected
1	J3654	CHETAN HANJI	01-MAY-94	GM	156	GM
2	U0302	NANDINI P	20-OCT-82	GM,W	144.5	GMW
3	J1787	ALOKA TIMMAPPA HEGDE	28-DEC-96	GM,R,K	136.5	GMR
4	U3931	MANJUNATH K	14-SEP-93	ST	126.25	STG
5	U2058	PRAMODA G	03-JAN-95	C1,R	111.5	1G

Sd/-


Executive Director

Abbreviation: W- Women, R- Rural, K- Kannada Medium, X- Ex-Defence, H- Hyd-Kar(371j)

PH-Physically Disabled (B- Blind, L- Locomotor Disability, Hi- Hearing Impairment, M-Multiple Disability)

Note:

1. The selection of candidates in this selection list is subject to final decision of Hon'ble Court/s.
2. Mere listed in this selection list does not confer any right on the candidate for appointment. It is subjected to further verification of original documents / fulfilling the eligibility conditions and other stipulations issued from time to time by Government / Competent Authority / Appointing Authority.


Principal,
Karnatak Science College
Dharwad.