



05/13/2025

Akhil Shetty M
Matrix west-wings, door no.-208, A-block
Mangaluru, Karnataka, 575003
India

Dear Akhil Shetty M,

We would like to congratulate you on your successful interview with Kyndryl and are delighted to offer you the role of Representative, Infrastructure Specialist based in INMANBP Bangalore (INMANBP) Manyatha reporting to Raj Mohan C. This offer is in reference to position R-34615.

The work our team does has already made Kyndryl a trusted market leader. We have an exciting opportunity to build on that foundation as we help our thousands of customers achieve their peak digital performance.

We hope you will join us as we continue to design, build, manage and modernize our customers' enterprise IT infrastructure systems. At Kyndryl you will find plenty of room for professional growth because we are committed to creating a purpose-led organization that puts our people at the center. We foster a culture that encourages an open attitude and a restless spirit, one that enables us to push ourselves and each other to do better, work flexibly and learn from each other at every step. Together, we are the people at the heart of that progress, for our customers, our company, and the world. We look forward to welcoming you.

Date: 05/13/2025	
Employer: Kyndryl Solutions Private Limited	
Name: Akhil Shetty M	
Commencement Date (under this letter of offer): 06/06/2025	
End Date:	
Contract Type: Regular	
Business Title: Representative, Infrastructure Specialist	
Position Title: 04P - Infrastructure Specialist	
Band: 04	
Compensation Components	Kyndryl Offer (in INR)
1. Annual Basic Salary	Amount : 2,20,000



2. Annual Flexible Benefit Plan (FBP)	Amount : 2,64,000
3. Annual Reference Salary (ARS)	Sum of Amount : 4,84,000
4. Retirals	
a) Provident Fund (PF)	Amount : 26,400
b) Gratuity @ 4.8%	Amount : 10,560
5. Annual Reference Salary + Retirals	Amount : 5,20,960

Please note that this annual salary amount will be converted into monthly payments in our Workday system of record which may result in minor adjustments up or down due to rounding.

Shared Success Plan

In this role you will be eligible to participate in the Kyndryl Shared Success Plan (the "Plan"), a global, corporate discretionary, performance-based plan. Payouts are determined by both the company's financial performance and individual performance. More information can be found in the Kyndryl Shared Success Plan document which will be available to you upon starting with Kyndryl. Please note Kyndryl reserves the right in its sole discretion, to change, suspend, or terminate the Plan at any time including, but not limited to, changing how the funding pool is allocated or altering the payment amount at the region or country level.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes Shared Success Plan .

Band 1-6

Explanation of Compensation Components		
S. No.	Component	Summary Explanation*
1	Basic Salary	The fundamental salary component to which many other compensation components are linked.
2	Flexible Benefit Plan (FBP)	The FBP has several components as listed below, with 2 of them being fixed amounts (basis your Annual Reference Salary) and allows you to choose from the rest of the benefit basket that suits your needs. For certain elements, you may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
	i. Leave Travel Allowance (LTA)	LTA can be used for up to maximum of economy class airfare twice during a 4-year period as per



	Income tax rules and is capped at 8.33% of Annual Basic Salary. Please note: This allowance is subject to changes, basis local Govt regulations and company decision.
ii. House Rent Allowance	<p>It is part of FBP, and is paid as a fixed Amount in monthly payslip @ 60% of monthly basic (Please also refer to points A and B below)</p> <p>Please note that the tax benefit on HRA will be applicable based on relevant provisions of the Income Tax Act and actual proofs submitted. The above value only highlights how it appears in your monthly payslip.</p> <p>A. If your Annual reference Salary (ARS) is between INR 315001 to INR 378000, then monthly HRA is paid as a fixed amount at 50% of monthly basic. If your Annual reference Salary (ARS) is less than or equal to INR 315000, then there is no HRA component and available FBP will be paid as flat allowance in your payslip.</p> <p>B. Note: If your Annual reference Salary (ARS) changes during your tenure at Kyndryl, the HRA component in payslip will change accordingly, as per the points outlined above.</p>
iii. National Pension System (NPS)	It is a voluntary contribution. Maximum 10% of monthly Basic Salary.
iv. Meal Card	Voluntary contribution of INR 2,200/- or INR 1,100/- per month
v. Conveyance	<p>Conveyance is part of FBP and is a fixed amount @25% of monthly basic salary, capped at INR 25000 per month (Please also refer to points A and B below)</p> <p>A. If your Annual reference Salary (ARS) is less than or equal to INR 378000, then there is no conveyance component and available FBP will be paid as flat allowance in your payslip.</p> <p>B. If your Annual reference Salary (ARS) changes during your tenure at Kyndryl, the conveyance component in payslip will change accordingly, as per the points outlined above.</p>



	vi. "Flat" Allowance	Remaining FBP funds and is a taxable amount.
	Annual Reference Salary	Annual Basic Salary + Annual Flexible Benefits
3	Retirals	These elements of compensation are not paid out until later when certain conditions are met.
	i. Provident Fund (PF)	12% of Basic Salary is contributed to the Provident Fund
	ii. Gratuity	4.8% of Basic Salary, which is included as a part of your Annual Remuneration denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company.
* The above components may undergo change at the discretion of the Company and in line with applicable law. For detailed information please refer to Company policies		

Probation

You will be on probation until your successful completion of the probationary period is confirmed in writing. The normal probation period is [1] year but may be extended or confirmed earlier based on your performance and at your manager's discretion. At any time during your probationary period, either you or the Company may terminate your service by giving 30 days' notice or basic salary in lieu thereof.

Sign on Payment

Considering your skills and anticipated contribution to Kyndryl, we are delighted to inform you that you have been selected to receive a Sign-On Payment of SOP Amount INR 60,000/-.

Prior to receiving any payments, you agree to and understand the following:

This payment shall not be considered earned by you unless and until you remain employed by Kyndryl for End of Retention months from Date of Hire for a minimum term of 1 year. Also, you must not have given or received notification of termination of your employment contract with Kyndryl, on or before the end of this for a minimum term of 1 year.

The sign-on bonus amount mentioned above will be paid to you on the first available payroll run.



If you voluntarily terminate your employment with Kyndryl at any time during the Minimum Term, you will repay to Kyndryl the full amount of the Sign-On Bonus.

If your employment is terminated by Kyndryl at any time during the Minimum Term for the following causes, you will likewise repay to Kyndryl the full amount of the Sign-On Bonus.

Causes includes among other things:

- (a) Failure to meet specific targets set by Kyndryl; and
- (b) Any violation of Kyndryl policies and failure to perform satisfactorily the job assigned to you by Kyndryl.

You will keep the terms of this offer and your participation in the program in strict confidence.

Should you go on Leave of Absence during the “Minimum Term” for the above stated period of time, your obligation to repay the bonus will be extended for the period of said leave.

In the event that you are required to repay the Sign-On Bonus as set forth above, you hereby authorize Kyndryl to deduct such amount payable to Kyndryl from any funds Kyndryl may owe you at the time of your departure, including, but not limited to, wages/salaries, variable pay or executive incentive as applicable, commissions, and vacation. If, after Kyndryl has deducted the amount from funds owed to you at the time of your departure, and a shortfall balance owed to Kyndryl remains, you undertake to repay such shortfall balance to Kyndryl. All Sign-On Bonus payments are subject to tax and payroll deductions as per the local laws and regulations.

Company Benefits offered by Kyndryl, Inc. and its affiliated companies in which you may participate. List does not provide full details:

- Medical and Related Benefits
- Group Term Life Insurance Plan
- Group Personal Accident Plan
- Group Medigap Insurance Policy for Self and nuclear family (spouse and up to 4 children)
- Critical Illness Buffer
- Domiciliary Benefit
- National Pension System (NPS)
- ESIC/ EPF (as per the applicable law)
- Compensation under Employees Compensation Act
- Maternity Benefit:

All the benefits provided by Kyndryl are subject to change, at any time or for any reason, at the sole discretion of Kyndryl to the extent permitted by applicable law.

Vacation

Kyndryl Annual Leave Plan is based on your years of service in Kyndryl and your entitlement. You are entitled to 22 days of Privilege leave every year. Employees are permitted to carry forward up to 12 days of privilege leave to the



next year. This leave must be used by end of the next year, or it will lapse. The carry forward eligibility is pro-rated by the number of days of service in the year for new hires.

Health & Safety

Corporate Health and Safety - Kyndryl endeavors to accommodate employees with special needs. If you have a medical condition that requires accommodation or impacts your ability to work safely and effectively at Kyndryl, please contact your Talent Acquisition Partner. All communications are treated as personal and confidential. Your personal information will only be disclosed to those who have a need to know in order to accommodate your needs.

Group Term Life and Accident Rider Coverage Scheme

Group Term Life Insurance Plan

This is a company paid benefit which provides group term life coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for life coverage is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Personal Accident Plan

This is a company paid benefit which provides group personal accident coverage to all employees of Kyndryl Solutions Private Limited. The benefit basis for accident coverage against permanent total disability, permanent partial disability and dismemberment is sixty times monthly basic salary subject to a minimum and a maximum coverage as stated in the policy. Coverage applies world-wide, 24 hours a day.

Group Mediciam Insurance Policy for Self and nuclear family (spouse and up to 4 children)

By default, you will be enrolled in the Group Mediciam Policy from the date of your joining with a coverage of up to INR 4 Lakh per year under Family Floater plan. As part of that, you can also enroll your immediate family (Spouse & up to Four Children) through our Third-Party Administrator's (TPA) website within 30 days of your joining. If you decide to avail Mediciam insurance policy, there will be an applicable Co-share of premium deduction from your salary. If you wish not to be covered, you may choose to opt out within 30 days of joining.

You have the option of enhancing this cover up to a maximum of INR 14 Lakh per year (incremental premium to be borne by employee). You also have the opportunity of purchasing insurance coverage for your parents and parents' in-laws. This is on an individual coverage basis and the premium incurred is to be borne by you.

Mid-term inclusion of only newborn babies (within 30 days of childbirth) and newly married spouse or Partner (within 30 days from the date of marriage) is allowed. The insurance coverage for the newly acquired dependent (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable)

*Subject to enrolling the new dependent within 30 days from the date of event.

All hospitalization claims under the Medical Insurance Policy pertaining to employee is borne by insurer at 90:10%. Claims pertaining to dependents (spouse, children and parents) will be borne by insurer and employee on a 80% : 20% basis. unless otherwise stated in the policy



Critical Illness Buffer

This benefit is provided to help you and your nuclear family in times of medical emergencies. If an employee, spouse or child is diagnosed with any of the illnesses defined under the "Critical Illness Buffer" criteria, you can also be eligible for an additional amount of INR 7 Lakh for required treatment once the Family Floater and any additional cover (if taken) is exhausted. This is subject to available Corporate Buffer and policy T&C.

Domiciliary Benefit

Domiciliary expenses on out-patient care for employee, spouse and children up to a maximum of INR 10,000/- (at 50% Co-pay) is also provided to employees who participate in the Group Medclaim Insurance Policy. Employees may enhance this coverage up to INR 25000/- incrementally by selecting voluntary top-up policy.

National Pension System (NPS)

NPS is a voluntary defined contribution-based scheme option provided to all Kyndryl India Regular employees. It's a tax saving retirement vehicle for which you can enroll by declaring your monthly contribution, minimum Rs. 500 per month and maximum of 10% of your monthly Basic Salary, on Kyndryl Intranet. You can find more details about this program on Kyndryl intranet.

ESIC

Until your monthly wages are up to INR 21,000/- per month, or such other amount prescribed by law, you will be covered under Employee State Insurance Act, 1948 (ESIC) and will be entitled to avail benefits under the same.

Compensation under Employees Compensation Act

All Kyndryl employees are entitled for compensation under the Employee's Compensation Act, 1923, as amended from time to time. The compensation under the Act will be inclusive of the coverage amount under Group term Life Insurance Plan and shall be paid under following circumstances:

- a) in case of personal injury caused to an employee by an accident arising out of and in the course of his employment resulting in total or partial disablement of the employee for a period exceeding three days. Provided that the accident is not directly attributable to the employee having been under the influence of drink or drugs or willfully disobedience of any order expressively given for the safety of employees or willfully removal or disregard of any safety guard or other device provided for the purpose of securing safety of employees.
- b) In case of any injury resulting in Death or permanent total disability.
- c) In case of occupational disease as defined under the Act. Maternity Benefit:

Maternity Benefit

All women Kyndryl employees are entitled for maternity benefits in accordance with the Maternity Benefit Act, 1966 and Kyndryl Maternity Leave Policy as may be amended from time to time. These benefits currently include:

1) Maternity Leave for:

- a) Delivery: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 26 weeks of maternity leave with full pay of which not more than 8 weeks shall precede the expected delivery date.
- b) Miscarriage/Medical termination: In case of miscarriage or medical termination of pregnancy, a women employee



is entitled to 6 weeks of leave with full pay immediately following the day of miscarriage or medical termination of pregnancy.

c) Tubectomy: In case of tubectomy operation, a women employee is entitled to 2 weeks of leave with full pay immediately following the day of her tubectomy operation.

d) Illness: Women employees suffering from illness arising out of pregnancy, delivery, premature birth of child, miscarriage, medical termination of pregnancy or tubectomy operation are entitled to an additional period of 4 weeks leave with full pay.

2) Leave for Adoption/Surrogacy: Women employees who have been in continuous service for at least 80 days in the 12 months prior to the commencement of maternity leave are entitled to up to 12 weeks of maternity leave with full pay upon the adoption of a child or in case the employee has used the surrogacy arrangement.

3) Group Medical Insurance Policy covers expenses for pre and post-natal consultations, prescribed medications and prescribed investigations incurred up to 60 days after maternity. The expenses covered are up to a maximum of INR 10,000 per maternity event. This benefit is a sub limit of the maternity benefit of INR 50,000 and is reimbursed on production of complete and detailed bill and documents.

4) Women employees returning from Maternity can opt for work from home option if the role or function allows for remote working.

Kindly refer Kyndryl Maternity leave policy and Kyndryl Flexible work option policy in effect from time to time for more details in respect of the above benefits. For additional information including in relation to childcare, please get in touch with your manager or Human Resources Partner.

Offer Terms and Conditions

- Your employment with the Company is at all times subject to you having a valid work permit from the Government of India. It is your responsibility to obtain and maintain throughout your employment a valid work permit. A copy of the work permit needs to be furnished by you on the date of onboarding, failing which you will not be permitted to join.
- Your initial posting will be in INMANBP Bangalore (INMANBP) Manyatha. However, your services are transferable, and you may be assigned to any other department, location or office of Kyndryl, a subsidiary, or associate company as the Company may decide from time to time. Your project, designation or role may be changed at the discretion of the Company depending on the work assigned to you. In such case, you will be governed by the policies of that location and role.
- You acknowledge that the technology industry undergoes rapid transformations and structural changes. In this context, Kyndryl frequently enters into agreements with other entities, including outsourcing arrangements, transitions, mergers, acquisitions, divestitures and other corporate actions. If any such action relates to your role / position, you agree to cooperate with Kyndryl and take any necessary steps to ensure a smooth transition.
- Your appointment and continued employment at Kyndryl is conditional upon satisfactory reference & background checks including verification of your application materials, education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e., you do



not have any non-compete obligations or other restrictive clauses with any previous employer). If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.

- Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- You may be required to travel on Company work, and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- Kyndryl encourages and fosters a culture of strong performance from its employees. Accordingly, during your service with Kyndryl, you will be required to comply with the following:
 - The Company presents multiple opportunities across technologies to support employees develop their skills and build their career. You shall maintain a satisfactory level of performance at all times.
 - You agree to utilize Kyndryl's resources, materials and training programs as applicable, and shall ensure that your skills are at all times current and relevant to Kyndryl's business.
 - You may be required to undergo certain training and assessment programs from time to time and shall complete the same to the satisfaction of Kyndryl.
 - You also understand and acknowledge that Kyndryl requires its employees to be productively and effectively utilized at all times. Kyndryl maintains listings of open positions on its internal job postings page. If you are no longer deployed on a project/ assignment, you shall search for positions that are commensurate with your skills and experience and ensure you are effectively utilized. If selected for such positions, your movement to these positions will be subject to Kyndryl's processes and policies.
 - You will be aware that the Company works on around the clock model depending on customer needs. You hereby consent, should your role require it, to working on any shift, including night shift, to support the business requirements of the Company.

Your compliance with the above terms and conditions shall be reviewed from time to time and shall be an integral condition of your continued employment with Kyndryl.

- You will retire from the services of the Company on attaining 60 years. Retirement action will be performed one day prior to the last working day of the retiring month.
- Upon your resignation or retirement from the Company or termination of your services, you are required to return all assets and property of the Company such as documents, machines, data, files and books etc. (including but not limited to leased properties).
- Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.
- Your individual remuneration is strictly confidential and is detailed in Annexure A. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal, confidential and should not be disclosed to any person without Kyndryl's prior written authorization.
- You will, by default, be enrolled in Kyndryl's Group Mediciam Insurance Policy, unless you choose to opt out. A nominal premium will be charged to you for the same, for as long as you participate in the Policy. All benefits as outlined herein and in Kyndryl policies are subject to change at the Company's discretion. You will be entitled to earned leave / vacation time off in accordance with the Company's policy as applicable from time to time.



- It is your responsibility to notify the Company of any changes in your personal information within 3 working days. All notices shall be considered duly and properly delivered to the address on file with the Company.
- All employees are required to read and comply with Kyndryl's Code of Conduct and sign a statement to this effect. Any breach of the Guidelines or the terms and conditions of employment may result in termination of your services without notice or compensation.
- During your service with the Company, you are expected to devote your whole time and attention to the Company's affairs and refrain from directly or indirectly engaging in any other employment or business in any role or capacity.
- Information pertaining to Kyndryl operations and intellectual property is confidential as detailed in Annexure B. You will also be bound by more specific non-disclosure agreements on sensitive issues based on business requirements. If you are bound by a confidentiality agreement with a previous employer, you must notify the Company and indemnify the Company against any breach thereof.
- If any information furnished by you in your application for employment or during the selection process is found at any time during your employment to be incorrect or false, and/or if you have suppressed material information regarding your qualifications and experience, the Company may terminate your services without notice or compensation.

You hereby agree to abide by all the rules and regulations of the Company and accept the policies and processes of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the rules, regulations or policies and the same shall be binding on you. You are not entitled to disclose this document and the information contained in it to any third party. Please, delete this email immediately if you decide not to accept this proposal/conclude the employment agreement.

During your period of employment with Kyndryl, you agree to comply with all U.S., EU and local trade laws, embargoes and sanctions, and to prevent, during your personal or business travel, any Kyndryl equipment, device, tools or confidential information from being present in or used for Kyndryl's business activities conducted from countries that, currently or during the course of their employment, are under US, EU or local embargoes or sanctions, including, but not limited to, Belarus, North Korea, Cuba, Iran, Russia, Syria and the Ukrainian regions of Crimea, Donetsk or Luhansk. Please note that you are only allowed to work from the country where you are employed and that any changes to your workplace can only be agreed with your employer in strictly exceptional situations.

Termination

Upon completion of your probation period and confirmation as a regular employee, you or the Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect.

At Kyndryl we recognize the importance of protecting your personal information and are committed to processing it responsibly and in compliance with applicable data protection laws in all countries in which Kyndryl operates.



The content of this offer letter is to be considered strictly confidential and it is your specific obligation not to disseminate it and / or disclose it to third parties.

By accepting the content of this letter and continuing with the hiring process, you are confirming that you do not have a non-compete commitment which would be breached by your acceptance of the position and/or which would lead to any conflict of interests, between your current employer and Kyndryl and/or any of its affiliates.

It is a condition of Kyndryl employment that you present and maintain in force throughout the employment relationship the work permit and/or visa as applicable and/or any other requirements you need to work at Kyndryl as a whole in accordance with local legislation. You are required to update the information in Kyndryl tools. Kyndryl may at any time require you to submit appropriate documentation by local legislation and/or Kyndryl processes, as applicable. Important: The validity of this document is conditioned, and exclusively, on: i.- the acceptance of Kyndryl's policies, and ii. - reviewing and signing Kyndryl's Agreement Regarding Confidential Information, Intellectual Property, and Other Matters. iii.- to give continuity to the selection process of which you have participated in accordance with the procedures of Kyndryl.

As a Kyndryl employee, you will be required to certify your compliance with Kyndryl's Code of Conduct Guidelines.

This letter outlines the terms and conditions currently in place at Kyndryl Solutions Pvt LTD (hereinafter: Kyndryl) and will be followed by a formal contract of employment upon your acceptance of the below offer.

This offer of employment is based on our confidence that your employment with Kyndryl will be a mutually valuable and rewarding experience. Please consider acceptance of this offer within 7 days. Kyndryl reserves the right to withdraw this offer of employment if an acceptance is not received within 7 days of the date of issue. We look forward to hearing from you soon.

Signed By: Kyndryl Authorized Signatory

A handwritten signature in black ink, appearing to read 'Vishal Sachdev', is written over a horizontal line.

Vishal Sachdev (Director - Talent Acquisition)

If the offer is accepted, then you are kindly required to submit the following on or prior to your joining date at Kyndryl. Please note that if you do not provide your acceptance to the offer, you will not be allowed to join on the joining date specified in the offer letter. Any change of joining date must be communicated to the recruiter at least 5 days prior to your original joining date.

The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above.

If your joining location is Bangalore, onboarding will be held at Kyndryl Solutions Pvt. Ltd., G1, Ground Floor, Manyata Tech Park, Nagawara, Bangalore.



If you are not able to join the in-person onboarding and/or if you are feeling unwell, It is recommended that you refrain from travelling to the location. Contact your onboarding success partner and you will be invited to the next scheduled virtual onboarding session. If you are joining the in-person onboarding, please make sure you wear a mask and maintain social distance at the onboarding location besides adhering to the other COVID 19 protocol requirements. Onboarding sessions will be conducted virtually for all other locations.

Please be informed that your onboarding schedule and details will be emailed to you 48 hours in advance, along with the venue and link to the session.

On your joining date, please bring the following:

- 1 copy of this offer letter duly signed with the date of acceptance.
- 2 self-photographs (passport size, color with white background)
- 1 set of printed and completed onboarding forms & originals for verifications.
- Aadhaar card and number (If you do not have one, please apply immediately. This is required to facilitate remittance of your provident fund to the Employees Provident Fund Organization, as well as for any other purposes that may be required by statutory and regulatory authorities.)
- PAN CARD (If you do not have one, please apply immediately).
- 2 sets of relieving documents from most recent employer - Relieving letter / Service Certificate /Resignation acceptance email with Last Working Day (LWD) confirmation.
- Copies of passport - If you do not have Passport, please apply immediately and bring one of the following IDs: Voter ID card or Driving License
- Disability certificate - If you have stated in your application to Kyndryl that you are differently abled.
- Name change document - If you have ever changed your name at any point of time, and for any reason whatsoever.
- Original and copy of Valid Indian Work Permit, if applicable.
- If you are a University Hire (Fresher), please bring the following:
 - Original and copy of Senior Secondary result/certificate with DOB and photo.
 - Original and copy of Degree certificate and all year mark sheets for the highest degree attained.

You will be required to provide the PAN card Aadhaar Number on the day of onboarding and the same must be updated on the HR Systems mandatorily within 30 days of your onboarding. Please do ensure that the name as per Aadhaar is exactly the same as the name given by you to Kyndryl, and that appears on this employment contract. In case there is a mismatch please have the same rectified with Aadhaar authority (UIDAI) prior to onboarding.

I acknowledge that I have read, understand and accept the terms and conditions of my employment with Kyndryl.

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