



**Ref: TCSL/DT20184402513/1238419/Delhi**

**Date: 13 June 2019**

**MR. RIVAK SHAH**

Address: Ranip Raj Bungalow Near, Umia Hospital , H.No-A-6 Ranip Road,  
Ranip, Ahmedabad,  
Gujrat-382480.  
Tel# 917425856605

**Sub: Joining Letter**

Dear Mr. Rivak Shah,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **11th July 2019** and your TCS Xperience program location is **Ahmedabad**. Considering your preference and the business requirements of TCSL, your work location is **Ahmedabad** and your stream is **IT**.

Kindly report at the address given by **08:45 AM** on the mentioned date.

Tata Consultancy Services

IT/ITES SEZ,,

PLOT # 41,Gandhinagar,Gujarat,

Ahemdabad, Gujrat-382009.

(Route map of the TCS Xperience Program Center can be viewed on TCS NextStep>> ILP Corner>>ILP Centres)

Contact Person: Mr. Vineet Yogeshbhai Kakkad

Phone: 917961707188

Email Id: vineet.kakkad@tcs.com

(Contact Hours: Monday - Friday, 9 AM to 6 PM)

We appreciate your passion towards learning which has helped you to perform well & clear the TCSL selection process. Further to accepting this Joining letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. If you have already enrolled for the TCS Xplore program you are required to complete the program by taking the proctored assessment.

Please note that your joining is subject to successful completion of your TCS Xplore program including the final proctored assessment. We encourage you to complete your pre-learning well before your expected date of joining **11th July 2019** to avoid delays in onboarding.



For any assistance related to enrolling to TCS Xplore program / any other query related to TCS Xplore program, please write to [xplore.support@tcs.com](mailto:xplore.support@tcs.com).

Upon joining TCSL you will be continuing on this exciting learning journey through TCS Xperience Program and the details of which are given below.

### **TCS Xperience Program**

Learning is a way of life at TCSL. The TCS Xperience Program will provide a world of opportunities and help you scale greater heights in your professional life.

The Program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. It provides the perfect platform to polish the skills you have gained through the TCS Xplore Program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore Program and TCSL's business requirements. You will also be eligible for a Readiness incentive if you clear the TCS Xplore proctored assessment with 55% & above score, provided you join TCSL as per the date specified in this Joining Letter (without requesting for any change in joining date).

In addition to the Readiness incentive, you will also be eligible for a Competency incentive if your score is 80% & above in TCS Xplore proctored assessment.

Incentive will be paid to you along with your first salary, as per your eligibility. Readiness & Competency incentive pay outs made as per eligibility are recoverable if you cease to be employed with TCSL, within 12 months of joining TCSL.

TCS Xperience Program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your Program or take appropriate action.



Your TCS Xperience Program location would be the same as your work location and hence this program will be conducted as a non-residential program at the said location. You are advised to make your own arrangements for accommodation and transport. Travel expenses to the location of TCS Xperience Program will not be reimbursed.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCSL eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this joining letter by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the date specified in this joining letter to enjoy the benefit of your readiness incentive, as applicable.

We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

**Damodar Padhi**  
**Vice President & Global Head - Talent Development**



[Click here](#) or use a QR code scanner from your mobile to validate the joining letter